DOCUMENT RESUME

ED 368 593 SO 022 938

AUTHOR Mohapatra, Urmila
TITLE Current Research on Women Administrators and Professionals: A Select Bibliography.
INSTITUTION Indiana State Univ., Terre Haute. Center for Governmental Services.
PUB DATE 15 Aug 91
NOTE 78p.
PUB TYPE Reference Materials - Bibliographies (131)

EDRS PRICE MF01/PC04 Plus Postage.
DESCRIPTORS Higher Education; *Managerial Occupations; *Minority Groups; *Occupational Mobility; Sex Bias; Sex Differences; Sex Discrimination; Social Attitudes; *Socialization; *Women Administrators; *Womens Studies

ABSTRACT

This document presents a bibliography of research addressing topics pertaining to women administrators, managers, and other professionals. Most of the studies were conducted in the 1960s, 1970s, and 1980s. A few earlier, groundbreaking studies also appear, as do contributions of scholars from various disciplines, including political scientists, sociologists, psychologists, education specialists, and anthropologists. The materials that this document presents appear under 35 subcategories, some of which are: "Theoretical Concerns about Women Administrators and Professionals"; "The Family Environment of Women Managers"; and "Women in the Legal Professions." (SG)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED 368 593

CURRENT RESEARCH ON WOMEN ADMINISTRATORS AND PROFESSIONALS: A Select Bibliography

Urmila Mohapatra

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

- This document has been reproduced as received from the person or organization originating it
- ☐ Minor changes have been made to improve reproduction quality
- Points of view or opinions stated in this document do not necessarily represent official OERI position or policy

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
URMILA MOHAPATRA
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)"

A RESEARCH REPORT FROM

THE CENTER FOR GOVERNMENTAL SERVICES

DEPARTMENT OF POLITICAL SCIENCE

INDIANA STATE UNIVERSITY
TERRE HAUTE, INDIANA 47809 (USA)
PHONE: (812) 237-2430

SO 022 938

BEST COPY AVAILABLE

CURRENT RESEARCH ON WOMEN ADMINISTRATORS AND PROFESSIONALS:

A Select Bibliography

Urmila Mohapatra

Research Intern

Center for Governmental Studies

Indiana State University

Center for Governmental Studies

Indiana State University

Terre Haute, Indiana 47809

August 15, 1991

PREFACE

Compilation and production of this Bibliography was done during my tenure as a research intern in the Center for Governmental Services of Indiana State University. I am thankful to many persons and organizations for their support in my research for this project.

This bibliography on women managers and other professionals is designed to provide a current list of conceptual and empirical studies in this field. Most of these studies were completed in the sixties, seventies and eighties. A few older works have also been included because these were path-breaking studies. Scholars from various disciplines have contributed to this area of research. These include political scientists, sociologists, psychologists, education specialists, anthropologists and other scholars. I hope the future researchers will find this bibliography useful in their work.

The materials for this bibliography were obtained from different sources. A short trip to the library of Congress was most useful in obtaining a list of some significant books and monographs that are not easily available from other sources. The newly computerized catalog of the Library of Congress expedited my work. I also made an extensive search of online data bases at Indiana State University. My Library Science Professor, Dr. Choon Han Kim, introduced me to the technique of doing on-line searches through a class project. Without this modern technology it would have taken a very long time to collect materials for this project.

Dr. Michael Erisman, Chair of Political Science Department and Dr. James McDowell, Political Science Department professor approved of my research internship.

Dr. Manindra K. Mohapatra, Director in Center for Governmental Services and Mary T. Richmond, Librarian of the Center provided many support services at the Center.

Professor Kathryn Puckett of Indiana State University introduced me to the study of Library Science as an exciting field of study and helped me in developing a critical insight in finding library material.

I was encouraged by my daughter Simani and my son Sangram to complete this work. Finally, I dedicate this work to my late sister-in-law, Mrs. Premalata Mohanty, who always was a source of my inspiration. She was a very effective woman manager of her household.

15th August, 1991
(Indian Independence Day)

Urmila Mohapatra

TABLE OF CONTENTS

	Page
Preface	
Dedication	
I Theoretical Concerns About Women Administrators and Professionals	1
II Anticipatory Socialization of Women Toward Managerial and Professional Careers	5
III Professional Socialization of Women Across Organizations	10
IV Barriers Against the Upward Moility of Women Managers and Professionals	10
V Recruitment of Women into Managerial Systems	12
VI Performance Evaluation of Women Managers and Professionals	13
VII Women & Men Administrators: Variations in Leadership Attributes	17
VIII Role Perceptions of Managerial Women and Role Expectations of Others	19
IX The Family Environment of Women Managers	23
X Discriminatory Practices Toward Women Administrators and Professionals	25
XI Sexual Harassment and Office Romance Behavior	25
XII Salary Differences Between Men and Women Managers and Professionals	27
XIII Minority Women Administrators and Professionals	28
XIV Managerial Women in Cross-National Perspective	30
XV Women Managers in Corporate Workplace	33
XVI Women Administrators in Academic Settings	36
XVII Women in Police Leadership	38
XVIII Women in Military Leadership	40
XIX Women in Voluntary Organization Leadership	42
XX Women in Library Administrative Systems	43
XXI Women in Social Service Administration	44
XXII Women Professionals in Media Services	46
XXIII Women in the Legal Professions	47
XXIV Women Engineers and Scientists	48
XXV Women in Public Administration	53
XXVI Women in Federal Administration	54

XXVII Women in State Administration 55

XXVIII Women in Local Administration 57

XXIX Women Professionals in Health Care Systems 58

XXX Women Social Scientists 60

XXXI Strategies of Success for Women Managers and Professionals 61

XXXII Empowerment of Women Managers and Professionals 65

XXXIII Stress Management and Managerial Women 67

XXXIV Managerial Training for Women Professionals 68

XXXV Mentoring the Women Managers and Professionals 71

I

THEORETICAL CONCERNS ABOUT WOMEN ADMINISTRATORS AND PROFESSIONALS

Adler, N. J. and Izraeli, D.N. Women in Management Worldwide. Armonk, NY: Sharpe, Inc., 1988.

Ardener, Shirley, ed. Perceiving Women. New York: Wiley, 1975.

Barber, Jill. Sisterhood Betrayed: Women in the Workplace and the All About Even Complex. New York: St. Martin's Press, 1991.

Bergman, B. R. The Economic Emergence of Women. New York: Basic Books, 1986.

Bielby, W. T. and Baron, J. N. "A Woman's Place is With Other Women: Sex Segregation Within Firms," (in) Sex Segregation in the Workplace: Trends, Explanations, Remedies. edited by B. F. Reskin. Washington, DC: National Acad. Press, 1984, pp.27-55.

Blau, F. D. Discrimination Against Women: Theory and Evidence, (in) Labor Economics: Modern Views, edited by W. Darity, Jr. Boston: Kluwer-Nijhoff, 1984, pp.53-89.

Blau, F. D. Occupational Segregation by Gender: A Look at the 1980s. Presented at Annual Meeting Am Econ. Assoc., New York, 1988.

Blau, F. D. and Beller, A. H. Trends in Earning Differentials By Gender, 1971-1981. Ind. Labor Relation. Rev. Vol.41 1988, pp. 513-29.

Blaxall, M., and Reagan, B. eds. Women and the Workplace: The Implications of Occupational Segregation. Chicago: University of Chicago Press, 1976.

Bridges, W. P.,and Miller, B. Sex and Authority in the Workplace; A Replication and Critique. Am. Social. Rev. Vol. 46, 1981, pp.677-83.

Brown, C. and Pechman, J. A. Gender in the Workplace. Washington, D. C.: The Brookings Institution, 1987.

Chafets, J. S. Sex and Advantage: A Comparative, macro-Structural Theory of Sex Stratification. New Jersey: Rowman and Allenheld, 1984.

Cockburn, C. Brothers: Male Dominance and Technological Change. London: Pluto Press, 1983.

Collins, Nancy W. Women Leading: Making Tough Choices on the Fast Track. Lexington, Mass.: S. Greene Press, 1988.

Colwill, N. The New Partnership: Women and Men in Organizations. Palo Alto, CA: Mayfield Publishing Company, 1982.

Coontz, Stephanie and Henderson, Peta, eds. Women's Work, Men's Property: The Origins of Gender and Class. London: Verso, 1986.

Cooper, Cary L. and Davidson, Marilyn J., eds. Women in Management: Career Development for Managerial Success. London: Heinemann, 1984.

Crompton, R. and Jones, G. White Collar Proletariat: Deskilling and Gender in Clerical Work. London: Macmillan, 1984.

Dalton, Dan. R. and William D. Todor. "Gender and Workplace Justice: A Field Assessment." Personnel Psychology, Volume 38, No. 1, Spring, 1985, pp. 133-152.

Dex, S. The Sexual Division of Work. New York: St. Martin's, 1985.

Dipboye, R. L. "Problems and Progress of Women in Management." Working Women: Past, Present, Future. Washington, D. C.: Bureau of National Affairs, 1987, pp. 118-153.

Donneli, S., and Hall, J. "Men and Women as Managers: A Significant Case of No Significant Difference." Organizational Dynamics, 1980, pp. 60-76.

Eisenstein, H. Contemporary Feminist Theory. Boston, MA: Twayn Publishers, 1983.

England, P. "Assessing Trends in Occupational Sex-Segregation, 1900-1976, (in) Sociological Perspectives on Labor Markets, edited by I. Berg. New York: Academic Press, 1981, pp. 273-295.

Epstein, C.F. "Encountering the Male Establishment: Sex-Status Limits on Women's Careers in the Professions.: American Journal of Sociology, Volume 75, 1970, pp.965-982.

Epstein, Cynthia F. "Encountering the Male Establishment: Sex-Status Limits on Women's Careers in the Professions," (in) The Professional Woman, edited by Athene Theodore. Boston: The Schenkman Publishing Company, 1971.

Epstein, C.F. Women's Place: Options and Limits in Professional Careers. Berkeley: Univ. Calif, 1971.

Ezell, H. F. et al. "Women Entering Management: Differences in Perceptions of Factors Influencing Integration" Group and Organizational Studies, Vol. VIII, No. 2, June, 1982, pp. 243-253.

Fenn, Margaret. Making it in Management: A Behavioral Approach for Women Executives. Englewood Cliffs, N.J.: Prentice-Hall, 1978.

Fidell, L. and DeLamater, J,. eds. Women in the Professions: What's All the Fuss About. Beverly Hills: Sage, 1971.

Frank, H. H., ed. Women in the Organization. Philadelphia: University of Pennsylvania Press, 1977.

Fukami, C. "Women in Management: Separation or Integration?" (in) Women and Men in Organizations: Teaching Strategies, edited by Dorothy M. Hai. Washington: The Organizational Behavior Teaching Society, 1984.

Gamarnikow, Eva, ed. Gender, Class, and Work. London: Heinemann, 1983.

Gilson, Edith. Unnecessary Choices: The Hidden Life of the Executive Woman. New York: W. Morrow, 1987.

Glickman, Albert S., ed. The Changing Composition of the Workforce: Implications for Future Research and its Application. New York: Plenum Press, 1982.

Gutek, B.A. Sex and the Workplace. San Francisco, CA: Jossey-Bass, Inc., 1985.

Gutek, B.A., & Dunwoody, V., Eds. Women in Work: Volume II. Newbury Park, CA: Sage Publications, 1987, pp. 261-265.

Gutek, B.A., Nakamura, C. Y., Gahart, M., Handschumacher, J. W., & Russell, D. "Sexuality in the Workplace." Basic and Applied Social Psychology, Vol. I. 1980 pp. 255-265.

Hai, D.M. Women and Men in Organizations: Teaching Strategies. Washington. D.C.: George Washington University, 1985.

Harriman, A. Women/Men/Management. New York: Praeger Publishers, 1985.

Harlan, Anne. Moving Up: Women in Managerial Careers: Final Report. Wellesley, MA: Wellesley College, Center for Research on Women, 1981.

Hearn, Jeff and Sheppard, Deborah L., eds. The Sexuality of Organization. Newbury Park, CA: Sage Publications, 1990.

Hearn, J. "Sexism, Men's Sexuality in Management: The Seen Yet Unnoticed Case of Men's Sexuality." Sexuality, Power and organization Theory. Symposium conducted at the annual meeting of the Academy of Management. San Diego, 1985.

Henning, M., & Jardim, A. The Managerial Woman. New York: Pocket Books, 1978.

Henning, M., & Jardim, A. The Managerial Woman. Garden City, NY: Anchor Press/Doubleday, 1977.

Highman, Edith L. The Organization Woman: Building a Career - An Inside Report. New York, NY: Human Sciences Press, 1985.

Heese-Biber, S. Women at Work. Palo Alto, CA: Mayfield Publishing Co., 1984

Hoffman, Carl & Reed, John Shelton. "Sex Discrimination? - The XYZ Affair." Public Interest, Vol. 62, 1981, pp 21-39.

Horgan, D.D. "Management Development. Women" Journal of Business and Psychology 3(3): 1989, pp.200-313.

Jelinek, M., & Adler, N.J. "Women: World-class Managers for Global Competition." Academy of Management Executive, 1988, pp.11-20.

Kanter, R.M. Men and Women of the Corporation. New York: Basic Books, 1977.

Kanter, R.M. "The Impact of Hierarchical Structure on the Work Behavior of Women and Men." Soc. Probl. 23: 1976, pp. 415-30.

Kirkham, K. "Managing Diversity in Organizations: Teaching About Majority Group Behavior." Presentations at the Twelfth Annual Organizational Behavior Teaching Conference, University of Virginia, 1985.

Kranz, Harry. The Participatory Bureaucracy: Women and Minorities in a More Representative Public Service. Lexington, MA: Lexington Books, 1976.

Krefting, L.A. Berger, P.K. Wallace, M.J. "The Contribution of Sex Distribution, Job Content and Occupational Classification to Job Sex-typing." Journal of Vocational Behavior, Volume 13, 1978, pp. 181-191.

Kreps, Juanita. Sex in the Market Place: American Women at Work. Baltimore and London: John Hopkins Press, 1971.

Lipman-Blumen, J. "The Vicarious Achievement Ethic and Non-Traditional Roles for Women." Presented at Annual Meeting East. Sociol. Soc., New York, 1973.

Lipman-Blumen, J. Gender Roles and Power. Englewood Cliffs, NJ: Prentice-Hall, Inc., 1984

Loring, Rosalind & Wells, Theodora. Breakthrough: Women into Management. (New York: Van Nostrand Reinhold Co., 1972

Lunneborg, Patricia W. Women Changing Work. New York: Bergin & Garvey, 1990.

Marshall, Judi. Women Managers: Travellers in a Male World. Chichester, New York: Wiley, 1984.

Marshall, K. Who are the Professional Women? Ottawa: Statistics, Canada, 1987.

McCarty, Paulette A. "Effects of Feedback on the Self-confidence of Men and Women." Academy of Management Journal, Vol. 29, No 4., 1986, pp. 840-847.

Martin, Y.N., Harrison, D., and Dinitto, D. "Advancement for Women in Hierarchical Organizations: A Multilevel Analysis of Problems and Prospects.: Journal of Applied Behavioral Science 19(1), 1983, pp. 19-33.

Matthaaei, J.A. An Economic History of Women in America: Women's Work, the Sexual Division of Labor, and the Development of Capitalism. New York: Schocken Books, 1982.

McKeen, Carol A. Work Experiences and Career Success of Managerial and Professional Women. Kingston, Ont.: Queen's University, School of Business. 1990.

McRae, Susan, ed. Keeping Women in: Strategies to Facilitate the Continuing Employment of Women in Higher Level Occupations: London: Policy Studies Institute, 1990.

Melia, Jinx. Breaking into the Boardroom: When Talent and Hard Work Aren't Enough. New York: Putnam, 1986.

Miller, Jon, (1986). Pathways in the Workplace: Effects of Gender and Race on Access to Organizational Resources. Cambridge, MA: Cambridge University Press, 1986, p. 84.

Morrison, A.M., White, R.P., & Van Velsor, E. Breaking the Glass Ceiling; Can Women Reach the Top of America's Largest Corporations? Reading, MA: Addison-Wesley, 1987.

Murphy, Irene L. Public Policy on the Status of Women: Agenda and Strategy for the 70s. Lexington, Mass: Lexington Books, 1973.

Oppenheimer, V.K. The Sex-Labeling of Jobs. Ind. Relat. Volume 7, 1968, pp.219-34.

Nicholson, Nigel. Managerial Job Change: Men and Women in Transition. New York: Cambridge University Press, 1988.

Powell, Gary N. Women and Men in Management: The New Dynamics. Beverly Hills, CA: Sage Publications, 1988.

Ramsford, E.H. & Miller, J. Race, Sex, and Feminist Outlooks. American Journal of Sociology, 48, 1983, pp. 46-59.

Reskin, Barbara F. and Hartmann, Heidi I., eds. Women's Work, Men's Work: Sex Segregation on the Job. Washington, D.C.: National Academy Press, 1986.

Rizzo, Ann-Marie. The Integration of Women in Management: A Guide for Human Resources and Management Development Specialists. New York: Quorum Books, 1947.

Rose, Suzanna & Larwood, Laurie. Women's Careers: Pathways and Pitfalls. New York: Praeger, 1988.

Rosenfeld, R. "Women's Occupational Careers: Individual and Structural Explanations." Sociology of Work and Occupations, 6, 1970, pp. 283-311.

Schneider, Stephen A. The Availability of Minorities and Women for Professional and Managerial Positions, 1970-1985. Philadelphia: Industrial Research Unit, Wharton School, University Pennsylvania, 1977.

Shuch, Milton L., ed. Women in Management. Indianapolis: Bobbs-Merrill Educational Pub., 1981.

Simpson, Richard L., & Simpson, Ida. "Women and Bureaucracy in the Semi-Professions," The Semi-Professions. New York: The Free Press, 1969, pp. 196-197, 231,239.

Sinclair, Amanda. Women in Management: Advantage Through Diversity. Parkville, Victoria, Australia: University of Melbourne, Graduate School of Management, 1988.

Sitterly, C. A Woman's Place: Management. Englewood Cliffs, NJ: Prentice-Hall, 1988.

Slavin, Sarah, ed. The Politics of Professionalism, Opportunity, Employment, and Gender. New York: Haworth Press, 1987.

Spencer, Anne & Podmore, David, eds. In A Man's World: Essays on Women in Male-dominated Professions. London: Tavistock, 1987.

Standley, K., & Soule, B. "Women in Male-dominated Professions: Contrasts in their Personal and Vocational Histories." Journal of Vocational Behavior, 4, 1974, pp. 245-258.

Stead, B.A. Women in Management. Englewood Cliffs, NJ: Prentice-Hall, Inc., 1978.

Strober, M. "Toward a General Theory of Occupational Sex Segregation: The Case of Public School Teaching. Sex Segregation in the Workplace: Trends, Explanations, Remedies. Washington, DC: National Academy Press, 1984, pp. 144-56.

Terborg, J.R., & Olgen, D.R. "A Theoretical Approach to Sex Discrimination in Traditionally Masculine Occupations. Organizational Behavior and Human Performance, Volume 13, 1975, pp. 352-76.

Terborg, J.R. "Women in Management: A Research Review. Journal of Applied Psychology, Volume 62, 1977, pp.647-664.

Theodore, Athena. "The Professional Woman: Trends and Prospects," The Professional Woman. Cambridge, Mass: Schenkmann, 1971, pp. 1-35.

Thompson, Ann McKay. Management Strategies for Women: or, Now That I'm Boss, How Do I Run This Place? New York: Simon and Schuster, 1980.

White, L.K., & Brinkerhoff, D.B. "The Sexual Division of Labor: Evidence from Childhood." Social Forces, 60, 1981. pp. 170-181.

Wolf, W.C., & Fligstein, N.D. "Sex and Authority in the Workplace: The Causes of Sexual Inequality." American Sociological Review, 44, 1970. pp. 235-252.

Yogev, Sara. "Judging the Professional Woman: Changing Research, Changing Values." Psychology of Women Quarterly, Vol 7(3), 1983, pp 219-239.

II

ANTICIPATORY SOCIALIZATION OF WOMEN TOWARD MANAGERIAL AND PROFESSIONAL CAREERS

Alper, T. G. "Achievement motivation in College Women: A Now-you-see-it-now-you-don't Phenomenon." American Psychologist, 1974, 29, pp. 194-203.

Almquist, E.M. "Sex Stereotypes in Occupational Choice: The Case of College Women." Journal of Vocational Behavior, 1978, 5, pp. 13-21.

Almquist, E.M., and Angrist, S. "Career Salience and Atypicality of Occupational Choice Among College Women. Journal of Marriage and the Family, 1970, 32, pp. 242-249.

Almquist. E.M., Angrist, S.S., and Michelsen, R. "Women's Career Aspirations and Achievements. College and Seven Years After." Sociology of Work and Occupations, 1980, 1, pp. 367-384.

Andrew, Caroline, Cecile Coderre, & Ann Denis. "Stop or Go: Reflections of Women Managers on Factors Influencing Their Career Development." Journal of Business Ethics, Volume 9, Number 4,5, April/May 1990, pp. 361-367.

Angle, J., Wissmann, D.A. "Gender, College Major, and Earnings." Sociol. Educ., 1981, 54, pp. 25-33.

Bachman, J.G., Bare, D.E., and Frankie, E.I. Correlates of Employment Among High School Seniors. Ann Arbor: Institute for Social Research, University of Michigan. 1986

Bartol, K. and Manhardt, P.J. "Sex Differences in Job Outcome Preferences: Trends Among Newly Hired College Graduates. Journal of Applied Psychology, 1979, 64, pp. 477-482.

Beller, A.H. "Occupational Segregation by Sex: Determinants and Changes." Journal of Human Resources, 1982, 17, pp. 371-91

Betz, N.E. and Fitzpatrick, L.F. The Career Psychology of Women. Orlando, FL: Academic. 1987.

Betz, N.E. and Hackett, G. "The Relationship of Career Related Self-Efficacy Expectations to Perceived Career Options in College Men and Women." Journal of Counseling Psychology, 1981, 28, pp. 399-410.

Blau, P.M., Gustad, J.W., Jesson, R. Barnes, H.S., and Wilcox, R.C. "Occupational Choices: A Conceptual Framework." Industrial and Labor Relations Review, 1956, 9, pp. 531-537.

Bridges, J.S. "College Females Perceptions of Adult Roles and Occupational Fields for Women." Sex Roles, 1987, 16, pp. 591-604.

Bridges, J.S., and Bower, M.S. "The effects of perceived job availability for Women on College Women's Attitude Toward Prestigious Male-dominated Occupations." Psychology of Women Quarterly, 1985, 9, pp. 265-277.

Brief, A.P. and Aldag, R.J. "Male-female Differences in Occupational Values Within a Majority Group." Journal of Vocational Behavior, 1975, 6, pp. 305-314.

Chusmir, L.H. "Motivation of Managers: Is Gender a Factor?" Psychology of Women Quarterly, 1985, 9, pp. 153-159.

Cowan, G. and Moore L. "Female Identity and Occupational Commitment." Paper presented at the meeting of the American Psychological Association, Denver, April 1971.

Cherry, F. and Deaux, K. "Fear of Success Versus Fear of Gender-inappropriate Behavior." Sex Roles, 1978, 4, pp. 97-101.

DeFleur, M.L. "Children's Knowledge of Occupational Roles and Prestige: Preliminary Report." Psychol. Rep. 1963. 13, p. 760.

Eccles, J.S. "Gender Roles and Women's Achievement-related Decisions." Psychology of Women Quarterly, 1987, 11, pp.135-172.

Florentine, R. "Increasing Similarity in the Values and Life Plans of Male and Female College Students? Evidence and Implications." Sex Roles, 1988, 18, pp. 143-158.

Foster, L.W. and Kolinko, T. "Choosing to be a Managerial Woman: An Examination of Individual Variables and Career Choice." Sex Roles, 1979, 5, pp. 627-34.

Fowlkes, M.R. Behind Every Successful Man: Wives of Medicine and Academe. NY: Columbia Univ. Press, 1980.

Fox, L.H., Tobin, D. and Brody, L. "Sex-role Socialization and Achievement in Mathematics." (in) Sex-Related Differences in Cognitive Functioning: Developmental Issues, ed. M.A. Wittig, A.C. Peterson, pp. 303-32. New York: Academic Press, 1979.

Garrison, H.H. "Gender Differences in the Career Aspirations of Recent Cohorts of High School Seniors." Soc. Probl. 1979, 27, pp. 170-85.

Gomez-Jejia, L.R. "Sex Differences During Occupational Socialization." Academic Management Review, 1983, 26, pp. 492-99.

Harmon, L.W. "Anatomy of Career Commitment in Women." Journal of Counseling Psychology, 1970, 17, pp. 77-80.

Harris, C.T. and Earle, J.R. "Gender and Work Values: SUrvey Findings From a Working-Class Sample." Sex Roles, 1986, 15, pp. 487-494.

Harley, R.E. "Children's Concepts of Male and Female Roles." Merrill-Palmer Quarterly, 1960, 6, pp. 83-91.

Herzog, A. Regula. "Sex Role Attitudes Among High School Seniors; Views About Work and Family Roles." Ann Arbor, Mich: Survey Research Center, Institute for Social Research, University of Michigan, 1982.

Herzog, A.R. "High School Seniors' Occupational Plans and Values: Trends in Sex Differences 1976 through 1980." Sociology of Education, 1982, 55, pp. 1-13.

Hollenbeck, John R., Ilgen, Daniel R., Ostroff, Cheri; and Vancouver, Jeffrey B. "Sex Differences in Occupational Choice, Pay, and Worth: A Supply-side Approach to Understanding the Male-female Wage Gap." Personnel Psychology, Winter 1987, 40:4, pp. 715-743

Holstrom, V.L and Beech, L.R. "Subjective Expected Utility and Career Preferences." Organizational Behavior and Human Performance." 1973, 10, pp. 201-207.

Horner, M. "Sex Differences in Achievement Motivation and Performance in Competitive and Non-Competitive Situations." PhD dissertation. Ann Arbor, MI: University of Michigan.

Hout, M. and Morgan, W.R. "Race and Sex Variations in the Causes of the Expected Attainments of High School Seniors. Am. J. Sociol. 1975, 81, pp. 364-94

Jensen, Marlene. Women Who Want to be Boss: Business Revelations and Success Strategies From America;s Top Female Executives. Garden City, NY: Doubleday, 1987

Kohlbert, L. "A Cognitive-Developmental Analysis of Children's Sex Role Concepts and Attitudes." (in) the Development of Sex Differences, ed. E.E. Maccoby, 1966, pp. 82-173. Stanford: Stanford University Press.

Kollock, P., Blumstein, P., and Schwartz, P. "Sex and Power in Interaction:Conversational Privileges and Duties. 1985, 50, pp. 34-46.

Kriedberg, G., Butcher, A.L., and White, K.M. "Vocational Role Choice in Second-and Sixth-Grade Children." Sex Roles, 1978, 4, pp. 175-81.

Kuzloski, J. "Token Women: Comment on Spangler, Gordon and Pipkin." Am. J. Sociol., 1979, 84, pp. 1438-39.

Laska, S.B.and Micklin, M.. "The Knowledge Dimension of Occupational Socialization: Role Models and Their Social Influence." Youth Soc., 1979, 10, pp. 360-78.

Lemkau, J.P. "Women in Male-Dominated Professions. Distinguishing Personality and Background Characteristics." Psychology of Women Quarterly, 1983, 8, pp. 114-165.

Lesser, G.S. "Achievement Motivation in Women." (in) Human Motivation, ed. D.C. McClelland, R.S. Steele, 1973, Morristown, NJ: Gen. Learning.

Levine, A. and Crumrine, J. "Women and the Fear of Success: A Problem in Replication." Am. J. Sociol. 1975, 80, pp. 964-74.

"Lipman-Blumen, J. and Tickamyer, A.R. "Sex Roles in Transition: A Ten-year Perspective." Ann. Rev. Sociol. 1975, 1, pp. 197-338.

Lueptow, L.B. "Sex-typing and Change in the Occupational Choices of High School Seniors, 1964-1975." Sociol. Educ. 1981, 54, pp. 16-324.

Lueptow, L.B. "Social Change and Sex-role Change in Adolescent Orientations Toward Live, Work,a nd Achievement: 1964-1975." Soc. Psychol. Q., 1980, 43, pp. 48-59.

Lueptow, L.B. "Social Structure, Social Change and Parental Influence in Adolescent Sex-Role Socialization: 1964-1975. J. Marriage Fam. 1980, 42, pp. 930103.

McClendon, M.J. 1976. The Occupational Status Attainment Process of Males and Females. Am. Sociol. Rev., 1976, 41, pp. 52-64.

Macke, A.S., HudisHudis, P.M. and Larrick, D. "Sex-Role Attitudes and Employment Among Women: Dynamic Models of Continuity and Change." (in) Women's Changing Roles at Home and on the Job. Spec. Rep. No. 26 ed. J. Sawhill, 1978, pp. 199-54. Washington, DC: Natl. Comm. Manpower Policy.

McKenzie, Ward. "Family Centered Case Management With Sexually Aggressive Youth." Olympia: Washington, Region III, Division of Children, Youth, and Family Services, Dept. of Social and Health Services, 1987.

Mai-Dalton, R.R., and Sullivan, J. "The Effects of Manager's Sex on the Assignment to a Challenging or a Dull Task and Reasons for the Choice." Acad. Mgmt. J., 1981, 24, pp. 603-12.

Marini, M.M. "Sex differences in the Determination of Adolescent Aspirations: A Review of Research." Sex Roles 1978, 4, pp. 723-53.

Marini, M.M. and Greenberger, E. "Sex Differences in Occupational Aspirations and Expectations." Sociol. Work Occup. 1978, 5, pp. 147-78.

Meyer, J.H. "Influence of Alumni Careers and Students' Educational Pathways on Animal Science Undergraduate Teaching Programs." J. Anim. Sci, Volume 68, Number 10, October 1990, pp. 3056-3068.

Mintz, R. and Patterson, C.H. "Marriage and Career Attitudes of Women in Selected College Curriculums." Vocational Guidance Quarterly, 1969, 17, 213-217.

Mureell, Audrey J. and Frieze Hanson, Irene. "Aspiring to Careers in Male-and Female-Dominated Professions." Psychology of Women Quarterly, 1991, 15,pp. 103-126.

Nemerowicz, Gloria Morris. Children's Perceptions of Gender and Work Roles. New York: Praeger, 1979.

Nordholm, L.A. and Westbrook, M.T. "Career Selection, Satisfaction, and Aspirations Among Female Students in Five Health Professions." Australian Psychologist, 1981, 16, pp. 63-78.

O'Leary, V. "Some Attitudinal Barriers to Occupational Aspirations of Women." Psychological Bulletin, 1974, 81, pp. 809-826.

O'Leary, V. "Some Attitudinal Barriers to Occupational Aspirations in Women." Psychological Bulletin, 1981, 8, pp 809-826.

Papalia, D. E., and Tennent, S.S. "Vocational Aspirations in Preschoolers a Manifestation of Early Sex Role Stereotyping." Sex Roles, 1975, 1, pp. 197-199.

Parcel, T.L. and Mueller, C.W. Ascription and Labor Markets: Race and Sex Differences in Earnings. New York: Academic Press, 1983.

Pietrofesa, J.K., and Schlossberg, N.K. "Counselor Bias and the Female Occupational Role." (in) Counselor Bias and the Female Occupational Role, ed. N. Glazer-Malbin and H.Y. Waehrer, pp. 219-221. Chicago: Rand McNally, 1972.

Polachek, S.W. "Sex Differences in College Major." Ind. Labor Relat. Rev. 1978, 31, pp. 498-508.

Power, G.N. "Teaching Women and Men in Organizations Course: Issues for the Male Teacher." (in) Women and Men in Organizations: Teaching Strategies. ed. Dorothy M. Hai. Washington: The Organizational Behavior Teaching Society.

Roos, P.A. and Reskin, B.F. "Institutional Factors Contributing to Sex Segregation in the Workplace. (in) Sex Segregation in the Workplace: Trends, Explanations, Remedies, ed. B.F. Resdin, pp. 235-260. Washington, DC: Natl. Acad. Press, 1984

Schneider, Stephen A. The Availability of Minorities and Women for Professional and Managerial Positions, 1970--1985. Philadelphia: Industrial Research Unit, Wharton School, University of Pennsylvania, 1977.

Sewell, W. H., Hauser, R.M., and Wolf, W.C. "Sex Schooling and Occupational Status.: Am. J. Sociol. 1980, 8, pp. 551-583.

Shann, M.H. "Career Plans of Men and Women in Gender-Dominant Professions." Journal of Vocational BEhavior, 1983, 22, pp. 343-356.

Smith, M.D. and Self, G.D. "The Congruence Between Mothers' and Daughters' Sex-role Attitudes: A Reserach Note." J. Marriage Fam. 1980, 42, pp. 105-109.

Snizek, W.E. and Mayer, L. "Cosmopolitanism and Localism Among Undergraduate College Students; A Study in Anticipatory Socialization." Acta Sociologica, 1984, 27, pp. 19-29.

Spitze, G.D. "Role Experiences of Young Women: A Longitudinal Test of the Role Hiatus Hypothesis." Journal of Marriage and the Family, 1978, 40, pp. 471-479.

Stake, J.E. "Motives for Occupational Goal Setting Among Male and Female College Students." Journal of Applied Psychology, 1978, 63, pp. 617-622.

Stein, A.H. and Bailey, M. "The Socialization of Achievement Orientation in Females," Psychological Bulletin, 1973, 80, pp. 345-366.

Stein, A.H. and Bailey, M.M. "The Socialization of Achievement Motivation in Females." (in) Women and Achievement, ed. M.T.S. Mednick, S.S. Tangri, and L.W. Hoffman. Washington, DC: Hemisphere, 1975, pp. 151-157.

Tangri, S.S. "Determinants of Occupational Role Innovation Among College Women.: Journal of Social Issues, 1972, 28(2), pp. 177-199.

Turner, B.F. and McCaffrey, J.H. Socialization and Career Orientation Among Black and White College Women." Journal of Vocational BEhavior, 1974,5, pp. 307-319.

Veroff, J., Wilcox, S. and Atkinson, J.W. "The Achievement Motive in High School and College AGe Women." Journal of Abnormal and Social Psychology, 1953, 48, pp. 108-109.

Voydanoff, P. "Work-Family Life Cycles." Paper presented at the Workshop on Theory Construction and Research Methodology, National Council on Family Relations. 1980.

Wagman, M. "Sex and Age Difference in Occupational Values." Personnel and Guidance Journal, 1965, 44, pp. 258-262.

Walker, Henry A. "Gender Differences in Role Differentiation and Organizational Task Performance." Ann.Rev. Sociol. 1986, 12, pp. 255-275.

White, L.K. and Brinkerhoff, D.B. "The Sexual Division of Labor: Evidence From Childhood." Soc. Forces, 1981, 60, pp. 170-181.

Winters, A.S. and Frankel, J. "Women's Work Role as Perceived by Lower Status White and Black Female Adolescents." Adolescence, 1984, 19, pp 403-415.

Yogev, S. "Do Professional Women Have Egalitarian Relationships?" Journal of Marriage and the Family, 1981, 43, pp. 865-871.

III

PROFESSIONAL SOCIALIZATION OF WOMEN ACROSS ORGANIZATIONS

Buono, Anthony F., & Kamm, Judith B. "Marginality and the Organizational Socialization of Female Managers," Human Relations 36, 12, 1983, pp. 1125-1140.

Cabin, John. Internships in Foreign and Defense Policy: A Complete Guide for Women (& Men) Prepared by Women in International Security. MD: Seven Locks Press, 1990.

Hai, D.M. "Teaching 'Women in Management' Courses; Current Issues." Exchange: The Organizational Behavior Teaching Journal, 7(4), 1982, pp. 38-40.

Josefowitz, N. "Teaching Managerial Skills to Women: The Issues of All-female vs. Mixed-sex Group Groups." Women and Men in Organizations: Teaching Strategies. Washington: The Organizational Behavior Teaching Society, 1984.

Marini, M.M., & Brinton, M.C. "Sex Typing in Occupational Socialization." Sex Segregation in the Workplace: Trends, Explanations, Remedies. Washington, D.C.: National Academy Press, 1984, pp. 157-170.

McKinney Kellogg, D., Spelman, D., & Crary, M. "Introducing Women in Management Issues in an OB Course." The Organizational Behavior Teaching Review, IX(3), 1984, pp. 83-95.

Posner, Barry Z. "Female and Male Socialization Experiences: An Initial Investigation." Journal of Occupational Psychology. Vol. 58(1), 1985, pp. 81-85.

Weiss, C.S. "The Development of Professional Role Commitment Among Graduate Students." Human Relations, 34, 1981, pp. 13-31.

IV

BARRIERS AGAINST THE UPWARD MOBILITY OF WOMEN MANAGERS AND PROFESSIONALS

Becker, Mary E., Daniel R. Fischel, & Edward P. Lazear. "Barriers Facing Women in the Wage-Labor Market and the Need for Additional Remedies: A Reply to Fischel and Lazear/Comparable Worth: A Rejoinder." University of Chicago Law Review, Volume 53, Number 3, Summer 1986, pp. 934=952.

Campbell, Myrtle V. A Study of Perceived Barriers and Strategies to Career Advancement for Selected Female Administrators in Indiana. Thesis, Indiana University, 1984.

Carney, Larry S. & Charlotte G. O'Kelly. "Barriers and Constraints to the Recruitment and Mobility of Female Managers in the Japanese Labor Force." Human Resource Mgmt. Volume 26, Number 2, Summer 1987, pp. 193-216.

Clynch, Edward J. and Gaudin, Carol A. "Sex in the Shipyards: An Assessment of Affirmative Action Policy," Public Administration Review, 1982, 42, pp. 114-120.

Corse, Sara J. "Pregnant Managers and Their Subordinates: THe Effects of Gender Expectations On Hierarchical Relationships." Journal of Applied Behavioral Science, Volume 26, Number 1, 1190, pp. 25-47.

Culletn, Dallas. "Career Barriers: Do We Need More Research?" Journal of Business Ethics(Netherlands), Volume 9, Number 4,5, Apr/May 1990, pp. 353-359.

Davidson, M.J. and Cooper, C.L. "She Needs a Wife: Problems of Women Managers." Leadership and Organization Development Journal, 1984, 5(3), pp.1-30.

Forbes, Benjamin J. James E. Piercy. & Thomas L. Hayes. "Women Executives: Breaking Down Barriers?" Business Horizons, Volume 31, Number 4, Nov/Dec 1988, pp. 6-9.

Jacobson, Aileen. Women in Charge: Dilemmas of Women in Authority. New York: Van Nostrand Reinhold, 1985.

Jardim, Anne & Margaret Hennig. "The Last Barrier: Breaking into the Boys' Club at the Top." Working Woman, Volume 15, Number 11, November 1990, pp. 130-134, 164.

McKibben, Jenny. "Powerful Barrier to Equality." Industrial Society (UK), December 1990, pp. 16-17.

O'Leary, V.E. "Some Attitudinal Barriers to Occupational Aspirations in Women." Psychological Bulletin, 1974, 81, pp. 809-826.

Phelps, Norman L. "Senior Self-Image: Breaking the Age Barrier." Marketing Communications, Volume 11, Number 3, March 1986, pp. 55-58.

Pilotta, Joseph J. ed. Women in Organizations: Barriers and Breakthroughs. Prospect Heights, IL: Waveland Press, 1983.

Quinn, Lawrence R. "After 20 Years Women Face the Same Barriers." Executive Financial Woman, Volume 2, Number 6, Winter 1987, pp. 21-25.

Ragins, Belle Rose. "Barriers to Mentoring: The Female Manager's Dilemma."Human Relations, January, 1989 42, pp. 1-22.

Robinson, Joseph Arnold. "Women Managers: Aids and Barriers in their Career Paths, Performance and Advancement." DAI 35/10A, p 6310.

Rossi, A.S. "Barriers to the Career Choice of Engineering, Medicine, or Science Among American Women." (in) Women and the Scientific Professions, ed. J.A. Mattfeld and C.G. Van Aken. Cambridge, Mass: MIT Press, 1965.

Schwarts, Eleanor Brantley. The Sex Barrier in Business. Atlanta: Georgia State University, 1971.

Stamp, Gillian. "Some Observations on the Career Paths of Women." Journal of Applied behavioral Science, Volume 22, Number 4, November 1986, pp. 385-396.

Thomas, Louella, & Willie E. Hopkins. "The Continuing Struggle of Women in Management: Is the End in Sight?" Management Quarterly, Volume 26, Number 4, Winter 1985/1986, pp 37-43.

Wilson, Reginald. "Women of Color in Academic Administration. Trends, Progress, and Barriers." Sex Roles, July 1989, 21, pp. 85-97.

V

RECRUITMENT OF WOMEN INTO MANAGERIAL SYSTEMS

Acker, Joan and Donald R. Van Houten, "Differential Recruitment and Control: The Sex Structuring of Organizations," (in) Administrative Science Quarterly, Volume 19, Number 2, June 1974. pp. 152-163.

Arvey, R.D. "Unfair Discrimination in the Employment Interview: Legal and Psychological Aspects." Psychological Bulletin, Number 86, 1979, pp. 736-765.

Baude, Annika. "A Dialogue that Might Yet Take Place: A Female Researcher Talks to Personnel Managers About Recruitment Processes." International Studies of Management & Organization, Volume 19, Number 4, Winter 1989/1990, pp. 51-76.

Beehr, T.A. and D.C. Gilmore. "Applicant Attractiveness as a Perceived Job-relevant Variable in Selection of Management Trainees." Academy of Management Journal, Number 25, 1982, pp. 608-618.

Brenner, O.C. and J. Tomkiewicz. "Job Orientation of Males and Females: Are Sex Differences Declining?" Personnel Psychology, Number 32, 1979, pp 741-750.

Cash, T.F., B. Gillen and D.S. Burns. "Sexism and 'Beautyism' in Personnel Consultant Decision Making." Journal of Applied Psychology, Number 62, 1977, pp. 301-310.

Cann, A., W. Siegfried, and L. Pearce. "Forced Attention to Specific Applicant Qualifications; Impact of Physical Attractiveness and Sex of Applicant Biases." Personnel Psychology. Number 34, 1981, pp. 65-75.

Dipboye, R.L., R.D. Arvey, and D.E. Terpstra. "Sex and Physical Attractiveness of Raters and Applicants as Determinants of Resume Evaluations." Journal of Applied Psychology, Number 62, 1977, pp. 288-294.

Dipboye, R.L., H.L. Fromkin, and K. Wiback. "Relative Importance of Applicant Sex, Attractiveness and Scholastic Standing in Evaluation of Job Applicant Resumes." Journal of Applied Psychology, Number 60, 1975. pp. 39-43.

Ferris, G.R. and D.C. Gilmore. "Effects of Mode of Information Presentation, Sex of Applicant, and Sex of Interview on Simulated Interview Decisions." Psychological Reports, Number 40, 1977, p 566.

Firth, M. "Sex Discrimination in Job Opportunities for Women." Sex Roles, Number 8, 1982, pp. 891-901.

Gardner, Donald G. and Chris J. Berger. "The Effects of Sex Stereotypes, Amount of Relevant Information, and Awareness of Organizational Selection Practices on Sex Discrimination for a Managerial Position." West Lafayette, IN: Institute for Research in the Behavioral, Economic, and Management Sciences, Krannert Graduate School of Management, Purdue University, 1980.

Gerdes, E.P. and D.M. Garber. "Sex Bias in Hiring: Effects of Job Demands and Applicant Competence." Sex Roles, Number 9, 1983, pp. 307-320.

Gordon, F.E. and M.H. Strober, ed. Bringing Women into Management, New York: McGraw-Hill, 1975.

Hammer, W.C., J.S. Kim, L. Baird and W.J. Bigoness. "Race and Sex as Determinants of Ratings by Potential Employers in a Simulated Work-Sampling Task." Journal of Applied Psychology, Number 59, 1974, pp. 705-711.

Hartford, C.T. "The Aptitude Index Battery Use with Minority Groups and Women." Life Insurance Marketing and Research Association, Research Report, 1975.

Heilman, M.E. and L.R. Arauwatari. "When Beauty is Beastly: The Effects of Appearance and Sex on Evaluations of Job Applicants for Managerial and Non-managerial Jobs." Organizational Behavior and Human Performance, Number 23, 1979, pp. 360-372.

Katz, David. "Sex Discrimination in Hiring: The Influence of Organizational Climate and Need for Approval on Decision Making Behavior." Psychology of Women Quarterly, Volume 11, March 1987, pp. 11-20.

Kirnan, Jean Powell, John A. Farley, and Kurt F. Geisinger. "The Relationship Between Recruiting and Source, Applicant Quality and Hire Performance: An Analysis by Sex, Ethnicity, and Age." Personnel Psychology, Volume 42, Number 2, 1989, pp. 293-308.

Levinson, R.M. "Sex Discrimination and Employment Practices: An Experiment with Unconventional Job Inquiries. Soc. Probl. Volume 22, 1975, pp. 533-543.

Pavan, Barbara Nelson. "Job Search Strategies Utilized by Certified Aspiring and Incumbent Female and Male Public School Administrators." Paper presented at the annual meeting of the American Educational Research Association, New Orleans, April 1988.

Rose, G.L. and P. Andiappan. "Sex Effects On Managerial Hiring Decisions." Academy of Management Journal, Number 21, 1978, pp. 104-112.

Rosen, B. and T.H. Jerdee. "Effects of Applicants' Sex and Difficulty of Job on Evaluations of Candidates for Managerial Positions." Journal of Applied Psychology, Number 59, 1974, pp. 511-512.

Rosen, B. and T.H. Jerdee. "Influence of Sex Role Stereotypes on Personnel Decisions." Journal of Applied Psychology, Number 59, 1974, pp. 9-14.

Taylor MS, Ilgen Dr. "Sex Discrimination Against Women in Initial Placement Decisions: A Laboratory Investigation." Academy of Management Journal, Number 24, 1981, pp. 859-865.

VI

PERFORMANCE EVALUATION OF WOMEN MANAGERS AND PROFESSIONALS

Abramson, P. E., P. A. Goldbert, J.H. Greenberg, & U.M. Abramson. "The Talking Platypus Phenomenon: Competency Ratings as a Function of Sex and Professional Status." Psychology of Women Quarterly, Number 2, 1978, pp. 114-124.

Adams, J., R.F. Priest, R.W. Rice, & H.T. Prince. "Effects of Rater Attitudes and Attributes on Female and Male Leaders' Effectiveness." 1980 Biannual AMEED Psychology Symposium, Washington, DC, October, 1980.

Arvey, R.D. "Sex Bias in Job Evaluation Procedures." Personnel Psychology, Number 39, 1986, pp. 315-335.

Arvey, R.D., E.M. Passino, & J.W. Lousbury. "Job Analysis Results as Influenced by Sex of Incumbent and Sex of Analyst." Journal of Applied Psychology, Number 62, 1977, pp. 411-416.

Ash, P. and L. Crnic. Validation Study of the Midwest Industrial Management Association's Job Evaluation Plan for Production and Related Jobs. Chicago: Midwest Industrial Management Association, 1974.

Ash, P. "The Reliability of Job Evaluation Rankings." Journal of Applied Psychology, Number 32, 1948, pp. 313-320.

Bellak, A.O., M.W. Bates, & D.M Glasner. "Job Evaluation: Its Role in the Comparable Worth Debate." Public Personnel Management, Number 12, 1983, pp. 418-424

Bemmels, B. "The Effect of Grievants' Gender on Arbitrators' Decisions." Industrial and Labor Relations Review, Number 41, 1988, pp. 251-262.

19 BEST COPY AVAILABLE

Bemmels, Brian. "Gender Effects in Discipline Arbitration: Evidence From British Columbia," Academy of Management Journal, Volume 31, Number 4, 1988, pp. 699-706.

Brief, A.N. and M.J. Wallace. "The Impact of Employee Sex and Performance on the Allocation of Rewards: The Case of a Job With an Neutral Sex Type." Journal of Psychology, Number 92, 1976, pp. 25-34.

Butterfield, D.A. and G.N. Powell. "Effect of Group Performance, Leader Sex, and Rater Sex on Ratings of Leader Behavior." Organizational Behavior and Human Performance, Number 28, 1981, pp. 129-141.

Brown, B. and F. Geis. "Turning Lead into Gold: Evaluations of Men and Women Leaders and the Alchemy of Consensus." Journal Pers. Soc. Psychol, Number 46, 1984, pp. 811-824.

Cash, T.F., B. Gillen, & D.S. Burns. "Sexism and 'Beautyism' in Personnel Consultant Decision Making." Journal of Applied Psychology, Number 28, 1977, pp. 80-55.

Dalton, D.R. and W.D. Todor. "Gender and Workplace Justice: A Field Assessment." Psychology, Number 38, 1985, pp. 133-151.

Deau, K. and J. Taynor. "Evaluation of Male and Female Ability: Bias Works Two Ways." Psychological Reports, Number 31, 1973, pp. 20-31.

Die, Ann H.; Theodore Debbs, & James L. Walker. "Managerial Evaluations by Men and Women Managers." The Journal of Social Psychology, Volume 130, December 1990, pp. 763-769.

Dobbins, Gregory H. "Effects of Gender on Leaders' Responses to Poor Performers: An Attributional Interpretation." Academy of Management Journal, Volume 28, Number 3, 1985, pp. 587-598.

Doverspike, D. and G.V. Barrett. "An Internal Bias Analysis of a Job Evaluation Instrument." Journal of Applied Psychology, Number 69, 1984, pp. 648-662.

Frank, F.D. and J. Drucker. "The Influence of Evaluatee's Sex on Evaluation of a Response of a Managerial Selection Instrument." Sex Roles, Number 3, 1977, pp. 59-64.

Frasher, J.M., R.S. Frasher, & F.B. Wims. "Sex-role Stereotyping in School Superintendents' Personnel Decisions." Sex Roles, Number 8, 1982, pp. 261-268.

Frieze, I.H., J.E. Olson, & D.C. Good. "Perceived and Actual Discrimination in the Salaries of Male and Female Managers." Journal of Applied Social Psychology,Number 20, 1990, pp. 46-67.

Gold, Una O.C. & Judith K. Pringle. "Gender-Specific Factors in Management Promotion." Journal of Managerial Psychology, Volume 3, Number 4, 1988, pp. 17-22.

Grams, R. and D.P. Schwab. "An Investigation of Systematic Gender-related Error in Job Evaluation." Acad. Mgt. J., Number 28, 1985, pp. 179-290.

Gupta, N. T.A. Beehr, & G.D. Jenkins. "The Relationship Between Employee Gender and Supervisory-subordinate Cross-ratings." Proceedings of the Academy of Management, Number 40, 1980, pp. 396-400.

Hall, F.S. and D.T. Hall. "Effects of Job Incumbents' Race and Sex on Evaluations of Managerial Performance." Academy of Management Journal, Number 19, 1976, pp. 476-481.

Harlan, A. and C.L. Weiss. "Sex Differences in Factors Affecting Managerial Career Advancement." (in) Women in the Workplace, P.A. Wallace, ed. Boston: Auburn House, 1982, pp. 59-100.

Hartmann, H.I. "Internal Labor Markets and Gender: A Case Study of Promotion. (in) Gender in the Workplace, C. Brown & J. A. Pechman, ed. Washington, DC: Brookings Institute, 1987, pp. 59-105.

Heilman, M. E. and M.H. Stopeck. "Being Attractive, Advantage or Disadvantage? Performance-based Evaluations and Recommended Personnel Actions as a Function of Appearance, Sex and Job Type." Organ. Behav. Hum. Decision Process, Number 35, 1985, pp. 202-215.

Heilman, M.E. and L.R. Saruwatari. "When Beauty is Beastly: The Effects of Appearance and Sex on Evaluations of Job Applicants for Managerial and Nonmanagerial Jobs." Organ. Behav. Hum. Perform., Number 23, 1979, pp. 360-72

Katx, M.G. and L. A. Messe. "A Sex Difference in the Distribution of Oversufficient Rewards. Paper presented at the Midwestern Psychological Association, Chicago, 1973.

Larwood, L., P. Rand, & A.D. Hovanessian. "Sex Differences in Response to Simulated Employee Discipline Cases." Personnel Psychology, Number 32, 1979, pp. 539-550.

Larwood, L. and J. Blackmore. "Sex Discrimination in Manager Selection: Testing Predictions of the Vertical Dyad Linkage Model." Sex Roles, Number 4, 1978, pp. 359-367.

Lee, D. and K. Alvares. "Effect of Sex on Descriptions and Evaluations of Supervisory Behavior in a Simulated Industrial Setting. "Journal of Applied Psychology, Number 28, 1970, pp. 390-395.

Lee, D.M. and K.M. Alvares,. "Effects of Sex on Descriptions and Evaluations of Supervisory Behavior in a Simulated Industrial Setting." Journal of Applied Psychology, Number 62, Volume 4, 1977, pp. 405-410.

L'Heureux-Barrett, Tara, & Janet L. Barnes-Farrell. "Overcoming Gender Bias in Reward Allocation: The Role of Expectations of Future Performance." Psychology of Women Quarterly, Number 15, 1991, pp. 127-139.

Lewis, C.T. "Assessing the Validity of Job Evaluation." Public Personnel Management, Number 18, Volume 1, Spring 1989, pp. 45-63.

Lillestol, Jane Marie Brush. "Effect of Applicant's Sex, Organizational Level of Job and Sex of Personnel Manager of Evaluations of Candidates for Managerial Positions in Retail Merchandising." DAI Volume 38/06A, 1977, p. 3601.

Mai-Dalton, Renate & Jeremiah J. Sullivan. "The Effects of Manager's Sex on the Assignment to a Challenging or a Dull Task and Reasons for the Choice." Academy of Management Journal, Volume 24, Number 3, 1981, pp. 603-612.

Mai-Dalton, R.R., S. Feldman-Summers, & T.R. Mitchell. "Effect of Employee Gender and Behavioral Style on the Evaluations of Male and Female Banking Executives." Journal of Applied Psychology, Number 64, 1979, pp. 221-226.

Mischel, H.N. "Sex Bias in the Evaluation of Professional Achievements." Journal of Educational Psychology, April 1974, pp. 157-166.

Mobley, W.H. "Supervisor and Employee Race and Sex Effects of Performance Appraisals: A Field Study of Adverse Impact and Generalizability." Academy of Management Journal, Number 25, 1982, pp. 598-606.

Mount, M.K. and R.A. Ellis. "Impacts of Pay Level, Job Gender and Job type on Job Evaluation Ratings." Paper presented at the annual meeting of the academy of Management, San Diego, August 1985.

Mount, Michael K. & Rebecca A. Ellis. "Investigation of Bias in Job Evaluation Ratings of Comparable Worth Study Participants." Personnel Psychology, Number 1, Spring 1987, pp. 85-96.

Naughton, T.J. "Effect of Female-linked Job Titles on Job Evaluation Ratings." Journal of Management, Number 14, Volume 4, December 1988, pp. 567-578.

Nieva. V.F. and B.A. Gutek. "Sex Effects on Evaluation." Academy of Management Review, Number 5, 1980, pp. 267-276.

Offermann, L.R. "Visibility and Evaluation of Female and Male Leaders." Sex Roles, Number 14, Volume 9/10, 1986, pp. 533-543.

Olson, J.E. and I.H. Frieze. "Income Determinants of Women in Management." (in) Women and Work: An Annual Review, edited by A.H. Stromberg, L. Larwood & B.A. Gutek, Beverly Hills, CA: Sage, 1987.

Olson, C.A. and B.E. Becker. "Sex Discrimination in the Promotion Process." Industrial and Labor Relations Review, Number 36, 1983, pp. 624-641.

Peters, L.H., E.J. O'Connor, J. Weekley, A. Pooyan, B. Frank, & B. Erenkratz. "Sex Bias and Managerial Evaluations A Replication and Extension." Journal of Applied Psychology, Number 69, 1984, pp. 349-352.

Pluakos, Elaine & Kenneth N. Wexley. "The Relationship Among Perceptual Similarity, Sex, and Performance Ratings in Manager-Subordinate Dyads." Academy of Management Journal, Volume 26, Number 1, 1983, pp. 129-139.

Ragins, Belle Rose. "Power and Gender Congruency Effects in Evaluations of Male and Female Mangers." Journal of Management, Volume 15, Number 1, March 1989, pp. 65-76.

Reis, H. & L. Jackson. "Sex Differences in Reward Allocations: Subjects, Partners, and Tasks." Journal of Personality and Social Psychology, Number 59, 1981, pp. 9-14.

Rose, G. "Sex Effects on Effort Attributions in Managerial Performance Evaluations." Organizational Behavior and Human Performance, Number 21, 1978, pp. 367-378.

Rosen, B. & M.F. Mericle. "Influence of Strong Versus Weak Fair Employment Policies and Applicant's Sex on Selection Decisions and Salary Recommendations in a Management Simulation." Journal of Applied Psychology, Number 64, 1979, pp. 435-439.

Rosen, B. and T.H. Jerdee. "The Influence of Sex-Role Stereotypes on Evaluations of Male and Female Supervisory Behavior." Journal of Applied Psychology, Number 57, Volume 1, 1973, pp. 44-48.

Rosen, B. and T. Jerdee. "Influence of Sex Role Stereotypes on Personnel Decisions." Journal of Applied Psychology, Number 59, 1974, pp. 9-14.

Rosen, B. & T.H. Jerdee. "Effect of Applicant's Sex and Difficulty of Job on Evaluations of Candidates of Managerial Positions." Journal of Applied Psychology, Number 59, 1974, pp. 511-512.

Rosen, B. & T.H. Jerdee. "Effects of Employee's Sex and Threatening Versus Pleading Appeals on Managerial Evaluations of Grievances." Journal of Applied Psychology, Number 60, 1975, pp. 442-445.

Scase, Richard, Robert Goffee, & Anna Mann. "Women Managers: 1. Room at the Top/2. Destroying the Myths." Management Today, March 1987, pp. 64-67.

School, Richard W. & Elizabeth Cooper. "The Use of Job Evaluation to Eliminate Gender Based Pay Differentials." Public Personnel Management, Volume 20, Number 1, Spring, 1991, pp. 1-12.

Schwab, D.P. & R. Grams. "Sex-related Errors in Job Evaluation: A Real World Test." Journal of Applied Psychology, Number 70, 1985, pp. 533-539.

Schwab, D.P. "Job Evaluation Research and Research Needs." (in) Comparable Worth: New Directions in Research, edited by Heidi Hartmann, Washington: National Academy Press, 1985.

Stephenson, Beth Broadhurst. "Sex Bias in Management Evaluation." DAI Number 42-09B, 1981, p 3859.

Stewart, L.P., & W.B. Gudykunst. "Differential Factors Influencing the Hierarchical Level and Number of Promotions of Male and Females Within An Organization." Acad. Mgmt. J. Number 25, 1982, pp. 586-597.

Stumpf, S.A., & M. London. "Management Promotions: Individual and Organizational Factors Influencing the Decision Process." Academy of Management Review, Number 6, 1981, pp. 539-549.

Walsh, James, et.al. "The Effects of Gender on Assessment Center Evaluations." Journal of Occupational Psychology, Volume 60, Number 2, 1987, pp. 305-309.

Walker, J.E., C. Tausky, & D. Oliver. "Men and Women at Work: Similarities and Differences in Work Values Within Occupational Groupings." Journal of Vocational Behavior, Number 21, 1982, pp. 17-36.

Wexley, K.N., E.D. Pulasko. "Sex Effects on Performance Ratings in Manager-subordinate Dyads: A Field Study." Journal of Applied Psychology. Number 67, 1982, pp. 433-439.

VII

WOMEN & MEN ADMINISTRATORS: VARIATIONS IN LEADERSHIP ATTRIBUTES

Anderson, Lynn R. & Margaret McLenigan. "Sex Differences in the Relationship Between Self-monitoring and Leader Behavior." Small-Group-Behavior, Volume 18,, Number 2, May 1987, pp. 147-167.

Bartol, Kathryn M. Male and Female Leaders in Small Work Groups: An Empirical Study of Satisfaction, Performance, and Perceptions of Leader Behavior. East Lansing: Michigan State, 1973.

Beckstrom, Sharon Lee. "Men and Women Managers' Perceptions About Successful Managers: Implications for Management Training and Development." DAI, Volume 50/08A, p. 2561, 1989.

Bourantas, Dimitris and Nancy Papalexandris. "Sex Differences in Leadership: Leadership Styles and Subordinate Satisfaction." Journal of Managerial Psychology, Volume 5, Number 5, 1990, pp. 7-10.

Bozzi, Vincent. "Assertiveness Breeds Contempt." Psychology Today, Volume 21, September 1987, p 15.

Brenner, O.C., Josept Tomkiewicz, & Virginia E. Schein. "The Relationship Between Sex Role Stereotypes and Requisite Management Characteristics Revisited." Academy-of- Management Journal, Volume 32, Number 3, September 1989, pp. 662-669.

Bushardt, Stephen C., Aubrey Fowler, & Regina Caveny. "Sex-Role Behavior and Leadership: An Empirical Investigation." Leadership & Organization Development Journal, Volume 8, Number 5, 1987, pp. 13-16.

Cannings, Kathleen and Claude Montmarguette. "Managerial Momentum: A Simultaneous Model of the Career Progress of Male and Female Managers." Industrial & Labor Relations Review, Volume 44, Number 2, January 1991, pp. 212-228.

Childress, Georgia P. "Myths and Realities of Women in Management." Organization Development Journal, Volume 4, Number 1, Spring 1986, pp. 44-48.

Chonko, Lawrence B. "Machiavellianism: Sex Differences in the Profession of Purchasing Management." Psychological Reports, Volume 51, Number 2, October 1982, pp. 645-646.

Dion, Kenneth L, & Regina A. Schuller. "Ms. and the Manager: A Tale of Two Stereotypes." Sex-Roles, Volume 22, Number 9-10, May 1990, pp. 569-577.

Feuer, Dale. "How Women Manage." Training, Volume 25, Number 8, August 1988, pp. 23-31.

Fields, Suzanne. "Flirting With the Feminist Mystique." Business Month, Volume 136, Number 5, November 1990, pp. 11-12.

Fierman, Jaclyn. "Do Women Manage Differently?" Fortune, Volume 122, Number 15, December 17, 1990, pp. 115-118.

Gomez-Mejia, Juis R. "Women's Adaptation to Male-Dominated Occupations." International Journal of Manpower, Volume 11, Number 4, 1990, pp. 11-16.

Grant, Jim. "Women as Managers: What They Can Offer to Organizations." Organizational Dynamics, Volume 16, Number 3, Winter 1988, pp. 56-63.

Hale, Sylvia M. "The Documentary Construction of Female Mismanagement." Canadian Review of Sociology and Anthropology; Volume 24, Number 4, 1987, pp. 489-513.

Heilman, Madeline E., Caryn J. Block, Richard F. Martell, & Michael C. Simon. "Has Anything Changed? Current Characterizations of Men, Women, and Managers." Journal of Applied Psychology, Volume 74, Number 6, December 1989, pp. 935-942.

Hildebrandt, Herbert William. A Managerial Profile: The Woman Manager. Ann Arbor, MI: Graduate School of Business Administration, University of Michigan, 1985.

Kidwell, Jeaneen M., Robert E. Stevens, & Art L. Bethke. "Differences in Ethical Perceptions Between Male and Female Managers: Myth of Reality?" Journal of Business Ethics, Volume 6, August 1987, pp. 489-493.

Korabik, Karen. "Androgyny and Leadership Style." Journal of Business Ethics (Netherlands) Volume 9, Number 4,5, Apr/May 1990, pp. 283-292.

Kormondy, Elizabeth Ann. "The Effects of Sex Role Stereotypes and Sex Role Orientation on the Casual Attributions Made By Male and Female Managers in Same and Cross-Sex Manager-Subordinate Situations." DAI Volume 43/06B, 1987.

Lumpkin, James R. & Keith R. Tudor. "Effect of Pay Differential on Job Satisfaction: A STudy of the Gender Gap." Journal of Purchasing & Materials Mgmt., Volume 26, Number 3, Summer 1990, pp. 25-29.

Mathison, David L. "Sex Differences in the Perception of Assertiveness Among Female Managers." Journal of Social Psychology, Volume 126, Number 5, October 1986, pp. 599-606.

Metcalf, Beverly A. "Male and Female Managers: AN Analysis of Biographical and Self-Concept Data. Special Issue: Women and Work." Work and Stress, Volume 1, Number 3, Jul-Sep 1987, pp. 207-219.

Moore, Loretta Marie. Distinguishing Characteristics of Women Managers. DAI 38/11B, 1977, p. 200.

Ottaway, Richard N. & Deepti Bhatnagar. "Personality and Biographical Differences Between Male and Female Managers in the United States and India. Special Issue: Women's occupational Plans and Decisions." Applied Psychology An International Review, Volume 7, Number 2, April 1988, pp. 201-212.

Palmer, David D. "Personal Values and Managerial Decision: Are There Differences Between Women and Men?" College Student Journal, Volume 17, Number 2, Summer 1983, pp. 124-131.

Parker, Barbara & Leonard H. Chusmir. "A Generational and Sex-Based View of Managerial Work Values." Psychological Reports, Volume 66, Number 3 (pt 1), June 1990, pp. 947-950.

Parker, Sydney Ruth. "The Yin and the Yang: Do Women Managers Have the Best of Both Worlds? A Comparative Study of the Masculinity and Femininity of Managers." DAI Volume 37/06B, 1976, p. 104.

Powell, Gary N. "One More Time: Do Female and Male Managers Differ?" Academy of Mgmt Executive, Volume 4, Number 4, August 1990, pp. 68-75.

Powell, Gary N. Women & Men in Management. Newbury Park, CA: Sage Publications, 1988.

Rosener, Judy B. "Ways Women Lead." Harvard Business Review, Volume 68, Number 6, Nov/Dec 1990, pp. 119-125.

Rowney, J.I.A. & A.R. Cahoon. "Individual and Organizational Characteristics of Women in Managerial Leadership." Journal of Business Ethics (Netherlands), Volume 9, Number 4,5, Apr/May 1990, pp. 293-316.

Schein, Virginia E. "Sex Role Stereotyping, Ability and Performance: Prior Research and New Directions." Personnel Psychology, Number 31, 1978, pp. 87-94.

Schmidt, Warren H. Managerial Values in Perspective. New York: AMA Membership Publications Division, American Management Associations, 1983.

Schul, Patrick L., Steven J. Remington & Rober L. Berl. "Assessing Gender Differences in Relationships Between Supervisory Behaviors and job-related Outcomes in the Industrial Sales Force." Journal of Personal Selling & Sales Management, Volume 10, Number 3, Summer 1990, pp. 1-16.

Sharma, Sarla. "Psychology of Women in Management: A Distinct Feminine Leadership.: Equal Opportunities International (UK), Volume 9, Number 2, 1990, pp. 13-18.

Smeltzer, Larry R. & James D. Werbel. "Gender Differences in Managerial Communication: Fact or Folk-Linguistics?" Journal of Business Communication, Volume 23, Number 2, Spring 1986, pp. 41-50.

Statham, Anne. "The Gender Model Revisited: Differences in the Management Styles of Men and Women." Sex Roles, Volume 16, April 1987, pp. 409-429.

Weber, Elizabeth. "Characteristics of Selected Women Managers: Personal, Educational and Career." DAI Volume 39/06A, 1978, p 3317.

Westman, Mina & Dalia Etzion. "The Career Success/Personal Failure Phenomenon as Perceived in Others: Comparing Vignettes of Male and Female Managers." Journal of Vocational Behavior, Volume 37, Number 2, October 1990, pp. 209-224.

VIII

ROLE PERCEPTIONS OF MANAGERIAL WOMEN AND ROLE EXPECTATIONS OF OTHERS

Adams, Jerome, Robert W. Rice, & Debra Instone. "Follower Attitudes Toward Women and Judgments Concerning Performance by Female and Male Leaders." Academy of Management Journal, Number 27, September 1984, pp. 636-643.

Barnett, John H. & Marvin J. Karson. "Managers, Values, and Executive Decisions: An Exploration of the Role of Gender, Career Stage, Organizational Level, Function, and the Importance of Ethics, Relationships and Results in Managerial Decision-Making." Journal of Business Ethics (Netherlands), Volume 8, Number 10, October 1989, pp. 747-771.

Bass, B.M., J. Krusell, & R.A. Alexander. "Male Managers' Attitudes Toward Working Women." American Behavioral Scientist, Number 15, 1971, pp. 221-236.

Beutell, Nicholas J. "Correlates of Attitudes Toward American Women as Managers." Journal of Social Psychology, Volume 124, Number 1, October 1984, pp. 57-63.

Brenner, O.C., & Nicholas J. Beutell. "The Effect of Birth Order and Gender on American Managers' Attitudes Toward Female Managers." The Journal of Social Psychology, Number 129, February 1989, pp. 57-64.

Broverman, I. K., S.R. Vogel, D.M. Broverman, F.E. Clarkson, & P. S. Rosenkrantz. "Sex Role Stereotypes: A Current Appraisal." The Journal of Social Issues, Number 28, 1972, pp. 59-78.

Butterfield, D.A., & G.N. Powell. "Effects of Group Performance, Leader Sex, and Rater Sex on Ratings of Leader Behavior." Organizational Behavior and Human Performance. Number 28, 1981, pp. 129-141.

Cohen, S.L., K.A. Bunker, A.L. Burton, & P.D. McManus. "Reactions of Male Subordinates to the Sex-role Congruency of Immediate Supervision." Sex Roles, Number 4, 1978. pp. 297-311.

Corse, Sara J. "Pregnant Managers and Their Subordinates: The Effects of Gender Expectations on Hierarchical Relationships." The Journal of Applied Behavioral Science, Volume 26, Number 1, 1990, pp. 25-47.

Deutsch, F.M., & F.T.L. Leong. "Male Response to Female Competence." Sex Roles, Number 9, 1983, pp. 79-91.

Dubono, P. "Attitudes Toward Women Executives: A Longitudinal Approach." Academy of Management Journal, Number 28, 1985, pp. 235-239.

Dubono, P., J. Costas, H. Cannon, C. Wanker, & H. Emin. "An Empirically keyed Scale for Measuring Managerial Attitudes Toward Women Executives." Psychology of Women Quarterly, Number 3, 1979, pp. 357-364.

Enriquez-White, Celia. "Attitudes of Hispanic and Anglo Women Managers Toward Women in Management." DAI Number 43/08A, 1982, p. 2512.

Frank, Ellen J. "Business Students' Perceptions of Women in Management." Sex Roles, Volume 19, Number 1-2, July 1988, pp. 107-118.

Garland, H., & K.H. Price. "Attitudes Toward Women in Management and Attributions for Their Success and Failure in a Managerial Position." Journal of Applied Psychology, Number 62, 1977. pp. 29-33.

Giacalone, Robert A. & Stephen B. Knouse. "Men's Attitudes Toward Woman and Symbolic Association-Disassociation with Female Managers." Basic and Applied Social Psychology, Volume 9, Number 4, December 1988, pp. 289-300.

Gulhati, K. "Attitudes Toward Women Managers - Comparison of Attitudes of Male and Female Managers in India." Economic and Political Weekly, Volume 25, Number 7-8, 1990, pp. M41-M48.

Gutek, B.A., & C.Y. Nakamura. "Gender Roles and sexuality in the World of Work," (in) Changing Boundaries: Gender Roles and Sexual Behavior, edited by E.R. Allgeier & N.B. McCormick, Palo Alto, Calif: Mayfield, 1982, pp. 182-201.

Hall, D.T. "A Model of Coping with Role Conflict: The Role Behavior of College Educated Women." Administrative Science Quarterly, Number 17, 1972, pp. 471-486.

Hall, Francine S., & Douglas T. Hall. "Dual Careers - How Do Couples and Companies Cope with the Problems?" Organizational Dynamics, Spring 1978, pp. 57-77.

Herman, J.B. & K.K. Gyllstrom. "Working Men and Women" Inter- and-intra Role Conflict." Psychology of Women Quarterly, Number 1, 1977, pp. 319-333.

Jacobson, M.B., & J. Effertz. "Sex Roles and Leadership: Perceptions of the Leaders and the Led." Organizational Behavior and Human performance, Volume 12, Number 3, 1974, pp. 383-396.

Kahne, H. "The Women in Professional Occupations: New Complexities for Chosen Roles." Journal of the National Association for Women Deans, Administrators, and Counselors, Volume 39, Number 4, Summer 1976, pp. 179-185.

Kaley, M.M. "Attitudes Toward the Dual Role of the Married Professional Woman." American Psychologist, Volume 26, Number 3, March 1971, pp. 301-306.

Koberg, Christine S., & Leonard H. Chusmir. "Relationship Between Sex Role Conflict and Work-related Variables: Gender and Hierarchical Differences." Journal of Social Psychology, Volume 129, Number 6, December 1989, pp. 779-791.

Liden, Robert C. "Female Perceptions of Female and Male Managerial Behavior Sex Roles, Volume 12, February 1985, pp. 421-432.

McBroom, Patricia. The Third Sex: The New Professional Woman. New York: W. Morrow, 1986.

Martin, J. "The Suppression of Gender Conflict in Organizations: Deconstructing the Fissure Between Public and Private." Paper presented at the national meetings of the Academy of Management, Anaheim, CA, August, 1988.

Marchall, J. Women Managers. Travellers in a Male World. Chichester: Wiley, 1948.

Mayes, S.S. "Women in Positions of Authority." Signs: Journal of Women in Society and Culture, Volume 4, Number 3, 1979, pp. 556-568.

Miller, Annetta & Pamela Kruger. "Good-bye Sexist Pig - Say Hello to the New Old Boy." Working Woman, Volume 15, Number 4, April 1990, pp. 94-96.

Miller, J., S. Labovits, & L. Fry. "Inequities in the Organizational Experience of Women and Men." Social Forces, Number 54, 1975, pp. 365-381.

Newgarden, Peggy. "Establishing Affirmative Action Goals for Women." Public Admin. Review, Volume 36, Number 4, July/August 1976, pp. 369-374.

Nieva, V.F., & B.A. Gurtek. Women and Work: A Psychological Perspective. New York:Praeger, 1981.

Nuss, Shirley. Women in the World of Work: Statistical Analysis and Projections to the Year 2000. Geneva: International Labour Office, 1989.

Nyquist, L.V., & J. T. Spence. "Effects of Dispositional Dominance and Sex Role Expectations on Leadership Behaviors." Journal of Personality and Social Psychology. Number 50, 1986, pp. 87-93.

Orth, C.D., & F. Jacobs. "Women in Management: A Pattern for Change." Harvard Business Review, Volume 49, Number 4, 1971, pp. 139-147.

Palley, M.L., & M.B. Preston, editors. Race, Sex, and Policy Problems. Lexington, MA:D.C. Heath, 1979.

Petty, M.M., & R.H. Miles. "Leader Sex-role Stereotyping in a Female Dominant Work Culture." Personnel Psychology, Number 29, 1976, pp. 393-404.

Post, Linda Currey. "View from the Top: Women Executives in Communication." Communication World, Volume 4, Number 3, February 1987, pp. 17-19.

Powell, G. "Sex-role Identity and Sex: An Important Distinction for Research on Women in Management." Basic and Applied Social Psychology, Volume 3, 1982, pp. 67-79.

Reif, W.E., J.W. Newstrom, & R.M. Monczka. "Exploding Some Myths About Women Managers." California Management Review, Volume 27, Number 4, 1975, pp. 72-79.

Rizzo, Ann-Marie. "Perceptions of Membership and Women in Administration: Implications for Public Organizations." Administration and Society, Volume 10, Number 1, May 1978, pp. 33-48.

Rosen, B., M.E. Templeton, & K. Kirchline. "First Few Years on the Job: Women in Management." Business Horizons, Volume 24, Number 12, 1981, pp. 26-29.

Rosen, B., & T.H. Jerdee. "Influence of Sex-role Stereotypes on Personnel Decisions." Journal of Applied Psychology, Number 59, 1974, pp. 9-14.

Schwartz, F.N. "Management Women and the New Facts of Life." Harvard Business Review, Volume 89, Number 1, Jan/Feb., 1989, pp. 65-76.

Smart, Mollie S., & Russell C. Smart. "Paired Prospects: Dual-Career Couples on Campus." Academe, Volume 76, Number 1, Jan/Feb. 1990. pp. 33-37.

Spencer, Anne, & David Podmore, editors. In a Man's World: Essays On Women in Male-dominated Professions. London: Tavistock, 1987.

Stead, J., editor. "Women's Bureau, U.S. Department of Labor, Employment Standards Administration. The Myth and the Reality." Women in Management, Englewood Cliffs: Prentice-Hall, Inc., 1978.

Steinberg, Jill A. Climbing the Ladder of Success in High Heels: Backgrounds of Professional Women. Ann Arbor, MI:UMI Research Press, 1984.

Sutton, Charlotte D. & Kris K. Moore. "Attitudes Toward Executive Women: Do They Differ Geographically?" Personnel Administrator, Volume 31, Number 5, May 1986, pp. 75-88.

Symons, G.L. "Careers and Self-concepts: Managerial Women in French and English Canada," (in) Work in the Canadian Context (2nd ed.) edited by K. Lundy & B. Warme. Toronto: Butterworth, 1986.

Terborg, J.R., & P. Shingledecker. "Employee Reactions to Supervision and Work Evaluation as a Function of Subordinate and Manager Sex." Sex Roles, Number 9, 1983, pp. 813-824.

Terborg, James R. "Integration of Women into Management Positions: A Research Review." Paper presented at the 84th Annual Meeting of the American Psychological Association, Washington, DC, September 3-7, 1976.

Trempe, J., A. Rigny, & R. Haccoun. "Subordinate Satisfaction with Male and Female Managers: Role of Perceived Supervisory Influence." Journal of Applied Psychology, Volume 70, Number 1, 1985, pp. 44-47.

Veilleus, France, & Francine Tougas. "Male Acceptance of Affirmative Action Programs for Women: The Results of Altruistic or Egoistical Motives?" International Journal of Psychology, Volume 24, Number 4, 1989, pp. 485-496.

Ware, Roger; Studebaker Cooper, & J. Jerilyn. "Attitudes Toward Women as Managers With Regard to Sex, Education, Work, and Marital Status. "Psychological Reports, Volume 65, Number 1, August 1989, pp. 347-350.

Watson, Carol. "When a Woman is the Boss: Dilemmas in Taking Charge." Group & Organization Studies, Volume 13, Number 2, June 1988, pp. 163-181.

Williams, Christine L. Gender Differences at Work: Women and Men in Nontraditional Occupations. Berkeley: University of California Press, 1989.

Wong, P.T.P., G. Kettlewell, & C.F. Sproule. "On the Importance of Being Masculine: Sex Role Attribution and Women's Career Advancement." Sex Roles, Number 12, 1985, pp. 757-769.

Yohalem, Alice M. The Careers of Professional Women: Commitment and Conflict. Montclair, N.J.: Allanheld, Osmun, 1979.

IX

THE FAMILY ENVIRONMENT OF WOMEN MANAGERS

Amaral, Thomas M. "Selected Functions of Social Support Among a Sample of Managerial and Professional Women." Doctoral Thesis, Indiana University, 1984.

Amaro, Hortensia, Nancy F. Russo, & Julie Johnson. "Family and Work Predictors of Psychological Well-being Among Hispanic Women Professionals. Special Issue: Hispanic Women and Mental Health." Psychology of Women Quarterly, Volume 11, Number 4, December 1987, pp. 505-521.

Brothers, Joyce. The Successful Woman: How You Can Have a Career, a Husband, and a Family -- and Not Feel Guilty About It. New York: Simon and Schuster, 1988.

Cannings, Kathy. "Family Commitments and Career Success: Earnings of Male and Female Managers." Industrial Relations (Canada), Volume 46, Number 1, Winter 1991, pp. 141-158.

Cole, Jonathan R. & Harriet Zuckerman. "Marriage, Motherhood and Research Performance in Science." Scientific American Volume 256, February 1987, pp. 119-125.

Corse, S.J. "The Effect of Manager's Pregnancy on Subordinates' Behavior and Reactions to Her: An Interactional Study Using Conflictual Role Plays." Doctoral Dissertation, University of Maryland, 1987.

Corse, Sara H. "Pregnant Managers and Their Subordinates: The Effects of Gender Expectations on Hierarchical Relationships." The Journal of Applied Behavioral Science, Volume 26, Number 1, 1990, pp. 25-47.

Davidson, Marilyn J. & Gary L. Cooper. "Executive Women Under Pressure. Special Issue: Occupational and Life Stress and the Family." International Review of Applied Psychology, Volume 35, Number 3, July 1986, pp. 301-326.

Diamond, Harriet Ann. "Suicide by Women Professionals." DAI 38/10B, 1977, p. 5009.

Farley, L. The Woman in Management: Career and Family issues. Ithaca, NY:ILR Press, 1983.

Fogarty, Michael Patrick; Rhona Rapoport & Robert N. Rapoport. Sex, Career and Family; Including an International Review of Women's Roles. Beverly Hills, Calif: Sage Publications, 1971.

Gilson, Edith. Unnecessary Choices: The Hidden Life of the Executive Woman. New York: Paragon House, 1989.

Gray, Janet Dreyfus. "The Married Professional Woman: An Examination of Her Role Conflicts and Coping Strategies." Psychology of Women Quarterly, Volume 7, Number 3, Spring 1983, pp. 235-243.

Gray, J.D. "Role Conflicts and Coping Strategies in Married Professional Women." Doctoral Dissertation, University of Pennsylvania, 1979.

Hantrais, Linda. Managing Professional and Family Life: A Comparative Study of British and French Women. Aldershot, Hants, England; Brookfield, Vt., USA: Dartmouth, 1990.

Heckman, N.A., R. Bryson, & J.B. Bryson. "Problems of Professional Couples: A Content Analysis." Journal of Marriage and the Family, Number 39, 1977, pp. 323-330.

Kaley, M.M. "Attitudes Toward the Dual Role of Married Professional Women." American Psychologist, Number 26, 1971, pp. 301-306.

Katz, M. "Role Conflict Exercises for Combining Family and Career." The Organizational Behavior Teaching Review., Volume IX, Number 3, 1984, pp. 98-99.

O'Connell, L., M. Betz, & S. Kurth. "Plans for Balancing Work and Family Life: Do Women Pursuing Nontraditional and Traditional Occupations Differ?" Sex Roles, Number 20, 1989, pp. 35-45.

Pines, A. & D. Kafry. "Tedium in the Life and Work of Professional Women As Compared with Men." Sex Roles, Volume 7, Number 10, 1981, pp. 963-977.

Polegato, R., & R.G. Barras. "Geographically Separated Dual-career Families." Business Quarterly, Volume 49, Number 1, 1984, pp. 145-150.

Parelius, A.P. "Change and Stability in College Women's Orientations Toward Education, Family, and Work." Soc. Probl., Number 22, 1975, pp. 420-432.

Poloma, M. "Role Conflict and the Married Professional Woman," (in) Toward a Sociology of Women, edited by C. Safilios-Rothschild, Lexington, Mass: Xerox Coll., 1972, pp. 189-198.

Poloma, M.M., & T.N. Garland. "The Married Professional Woman: A Study in the Tolerance of Domestication." Journal of Marriage and the Family, Number 33, 1971, pp. 531-540.

Rogan, H. "Executive Women Find it Difficult to Balance Demands, of Job, Home." Wall Street Journal, October 30, 1984, pp. 35, 55.

Rosen, B., T.H. Jerdee, & T.L. Prestwich. "Dual-Career Marital Adjustment: Potential Effects of Discriminatory Managerial Attitudes." J. Marriage Fam., Number 37, 1975, pp. 565-572.

Rosin, Hazel M. & Karen Korabik. "Marital and Family Correlates of Women Managers' Attrition from Organizations." Journal of Vocational Behavior, Volume 37, Number 1, August 1990, pp. 104-120.

Sales, E., & I.H. Frieze. "Women and Work: Implications for mental Health," (in) Women and Mental Health Policy, edited by L.E. Walker, Beverly Hills, CA:Sage, 1983, pp. 229-246.

Shaw, L.B., & T. O'Brien. "Introduction and Overview," (in) Dual Careers: A Decade of Change in the Lives of Mature Women, edited by L.B. Shaw. Washington, DC:US Dept. Labor, 1981. pp. 1-61.

Stoess, Alfred William. "Conformity Behavior of Managers and Wives of Managers in Wife-Oriented and Non-Wife-Oriented Companies." DAI 28/06A, 1967, p. 1940.

Stoner, Charles R. & Richard I. Hartman. "Family Responsibilities and Career Progress: The Good, the Bad, and the Ugly." Business Horizons, Volume 33, Number 3, May/June 1990, pp. 7-14.

Stoner, Charles R., Richard I Hartman, & Raj Arora. "Work/Family Conflict: A Study of Women in Management." Journal of Applied Business Research, Volume 7, Number 1, Winter 1990-1991, pp. 67-74.

Taylor, Alex, III. "Why Women Managers Are Bailing Out." Fortune, Volume 114, Number 4, August 18, 1986, pp. 16-23.

Treuille, Beverly Benz. Managing It All: Time-Saving Ideas for Career, Family, Relationships & Self. New York: MasterMedia, 1988.

Wicks, J.W., & R.L. Workman. "Sex-role Attitudes and the Anticipated Timing of the Initial Stages of Family Formation Among Catholic University Students." J. Marriage Fam., Number 40, 1978, pp. 505-516.

Wilcox, John. "Mommy Track, Daddy Track." Training & Development Journal, Volume 43, Number 9, September 1989. pp. 12-14.

Wiley, Mary G. & Arlene Eskilson. "Gender and Family/Career Conflict: Reactions of Bosses." Sex-roles, Volume 19, Number 7-8, October 1988, pp. 445-466.

X

DISCRIMINATORY PRACTICES TOWARD WOMEN ADMINISTRATORS AND PROFESSIONALS

Fraser, Ian. "Discrimination and All that Hoo Ha!" Public Service Review, 13:23, 1976, pp. 1, 10.

Heilman, M.E., & Guzzo, R.A. "The Perceived Cause of Work Success as a Mediator of Sex Discrimination in Organizations." Organization Behavior and Human performance, 21: 1978, pp. 346-357.

Heilman, M.E. "Sex Bias in Work Settings: The Lack of Fit Model." Research in Organization Behavior, Vol.5: 1983, pp. 269-298. Greenwich Conn: JAI Press.

Heilman, M.E. "Occupational Sex Discrimination: A Review." Handbook of Human Sexuality. Englewood Cliffs, N.J.: Prentice-Hall, 1979.

Osterman, P. "Sex Discrimination in Professional Employment; A Case Study. Industrial and Labor Relations Review, 32, 1979, pp. 451-464.

Peitchinis, Stephen G. Women at Work: Discrimination and Response. Toronto, Ont.: McClelland & Stewart, 1989.

Reed, C.M. & Cohen, L.J. "Anti--nepotism Rules: The Legal Rights of Married Co-workers." Public Personnel Management, 18(1): 1989, pp. 37-44.

Steward, L.P., & Gudykunst, W.B. "Differential Factor Influencing the Hierarchical Level and Number of Promotions of Males and Females Within an Organization." Academy of Management Journal, 25: 1982, pp. 586-597.

Terborg, J.R., & Ilgen, D.R. "A Theoretical Approach to Sex Discrimination in Traditionally Masculine Occupations." Journal of Organizational Behavior and Human Performance, 13: 1975, pp. 352-376.

XI

SEXUAL HARASSMENT AND OFFICE ROMANCE BEHAVIOR

Allegretti, J.G. "Sexual Harassment by Nonemployees: The Limits of Employer Liability." Employee Relations Law Journal, Volume 9, 1983, pp. 98-112.

Baldridge, K., & G. McLean. "Sexual Harassment: How Much of a Problem Is It...Really?" Journal of Business Education, Number 56, 1980, pp. 294-297.

Baxter, Jr., R.H. "Judicial and Administrative Protections Against Sexual Harassment in the Workplace." Employee Relations Law Journal, Number 7, 1982, pp. 587-593.

Collins, E.g., & T.B. Blodgett. "Sexual Harassment: Some See it..Some Won't." Harvard Business Review, Volume 59, Number 2, 1981, pp. 76-95.

Crary, Marcy. "Managing Attraction and Intimacy at Work." Org. Dynam., Spring 1987, pp. 26-41.

Faley, R.H. "Sexual Harassment: A Critical Review of Legal Cases with General Principles and Preventive Measures." Personnel Psychology, Number 35, 1982, pp. 583-600.

Farley, L. Sexual Shakedown: The Sexual Harassment of Women on the Job. New York: McGraw-Hill, 1978.

Ford, Robert C. & Frank S. McLaughlin. "Sexual Harassment at Work.": Business Horizons, Volume 31, Number 6, Nov/Dec, 1988, pp. 14-19.

Franklin, Phyllis, et al. Sexual and Gender Harassment in the Academy: A Guide for Faculty, Students, and Administrators. New York: Modern Language Association of America, 1981.

Gutek, Barbara A., Aaron Groff Cohen, & Alison M. Konrad. "Predicting Social-Sexual Behavior at Work: A Contact Hypothesis." Academy of Management Journal, Volume 33, Number 3, 1990, pp. 560-577.

Gutek, B.A. Sex and the Workplace: The Impact of Sexual Behavior and Harassment on Women, Men, and Organizations. San Francisco: Jossey-Bass, 1985.

Gutek, B.A., & B. Morasch. "Sex-ratios, Sex Role Spillover, and Sexual Harassment of Women at Work." Journal of Social Issues, Volume 38, Number 4, 1982, pp. 55-74.

Konrad, A.M., & B.A. Gutek. "Impact of Work Experiences on Attitudes Toward Sexual harassment." Administrative Science Quarterly, Number 31, 1986, pp. 422-438.

Leeds Trade Union and Community Resource and Information Centre. Sexual Harassment of Women at Work. Leeds: TUCRIC, 1983.

LeVarge, Paul. "Sexual Harassment in the Workplace." Chemical Engineering, Volume 93, March 3, 1986, pp. 107-108.

Linenberger, P. "What Behavior Constitutes Sexual Harassment?" Labor Law Journal, Volume 4, 1983, pp. 238-247.

MacKinnon, C. Sexual Harassment of Working Women: A Case of Sex Discrimination. New Haven, Conn: Yale University Press, 1979.

McIntosh, J. "Sexual Harassment. You Tell Us It's Not a Joke." Cosmopolitan, October 1982.

McIntyre, Douglas I. and James C. Renick. "Sexual Harassment and the States as Policy-makers and Employers." State Government, Volume 56, Number 4, 1983, pp. 128-133.

McIntyre, Douglas I. and James C. Renick. "Protecting Public Employees and Employers from Sexual Harassment." Public personnel Management Journal, Volume 11, Fall 1982, pp. 282-292.

McLaughlin, Paul. "The Case of the Amorous Associates: Is There a Diplomatic Way to Squelch a Senior Colleagues' Unwelcome Attentions?" Canadian Business, Number 63, January 1990, pp. 79-82.

Mingle, John D. "Sexual Harassment." Chemical Engineering Progress, Volume 83, March 1987, pp. 21-24.

Morral, Katherine. "Office Love Kindles Mixed Feelings." Savings Institutions, Volume 109, Number 4, April 1988, pp. 64-65.

Powell, Gary N. & Lisa A. Mainiero. "What Managers need to Know About Office Romances." Leadership & Organization Development Journal, Volume 11, Number 1, 1990, pp. i-iii.

Powell, G.N., C.A. Benzinger, A.A. Bruno, T.N. Gibson, M.L. Pfeiffer, & T.P. Santopietro. "Sexual Harassment as Defined by Working Women." Paper presented at the 41st Annual Meeting of the Academy of Management. San Diego, 1981.

Quinn, Robert E. & Patricia L. Lees. "Attraction and Harassment: Dynamics of Sexual Politics in the Workplace." Ong Dynamics, Autumn, 1984, pp. 35-46.

Quinn, R. "Coping With Cupid: The Formation, Impact, and Management of Romantic Relationships in organizations." Administrative Science Quarterly, Number 22, 1977, pp. 30-45.

Ross, Cynthia S., & Vicki A. Green. "Sexual Harassment: A Liability Higher Education Must Face." The Journal of the College and University Personnel Association, Volume 34, Spring 1983.

Sederis, Virginia D. "Sexual Harassment in State Government: A Dirty Little Secret," (in) State Government: CQ's Guide to Current Issues and Activities 1985-86, edited by Thad L. Beyle, Washington: Congressional Quarterly Press, 1984.

Tangri, S.S., M.R. Burt, & L.B. Johnson. "Sexual Harassment at Work: Three Explanatory Models." Journal of Social Issues, Volume 38, Number 4, 1982, pp. 33-54.

Terpstra, D.E., & D.D. Baker. "The Identification and Classification of Reactions to Sexual Harassment." Journal of Organizational Behavior, Volume 10, Number 1, January 1989, pp. 1-14.

Terpstra, David E., & Douglas D. Baker. "Outcomes of Sexual Harassment Charges." Academy of Management Journal, Volume 31, Number 1, 1988, pp. 185-194.

Terpstra, David E., & Susan E. Cook. "Complainant Characteristics and Reported Behaviors and Consequences Associated with Formal Sexual Harassment Charges." Personnel Psychology, Volume 38, Number 3, Autumn 1985, pp. 559-574.

U.S. Merit Systems Protection Board, Office of Merit Systems Review and Studies. Sexual Harassment in the Federal Workplace: Is it a problem? Washington: Government Printing Office, March 1981.

Waks, J.W., & M.G. Starr. "The Sexual Shakedown in Perspective: Sexual Harassment in its Social and Legal Contexts." Employee Relations Law Journal, Number 7, 1982, pp. 567-586.

Westoff, Leslie Aldridge. Corporate Romance: How to Avoid It, Live Through It, or Make It Work For You. New York: TImes Books, 1985.

XII

SALARY DIFFERENCES BETWEEN MEN AND WOMEN MANAGERS AND PROFESSIONALS

Ashenfelter, O., & T.H. Hannan. "Sex Discrimination and Market Competition: The Case of the Banking Industry." Q.J. Econ. Number 101, 1986, pp. 149-173.

Bridges, W.P., & R.A. Berk. "Determinants of White Collar Income: An Evaluation of Equal Pay for Equal Work." Soc. Sci. Res. Number 3, 1974, pp. 211-234.

Blau, F.D. Equal Pay in the Office. Lexington, Mass:Heath, 1977.

Cooper, Elizabeth A. & Gerald V. Barrett. "Equal Pay and Gender: Implications of Court Cases for Personnel Practices." Academy of Mat. Rev. Volume IX, Number 1, 1984, pp. 84-94.

Cowley, Geoffrey. "Comparable Worth: Another Terrible Idea." Bureaucrat, Volume 13, Spring 1984, pp. 16-19.

Dombrowski, Cathy. "Comparable Worth Emerging as Women's Issue of the '80s." American City & Country. Volume 100, July 1985, p. 62.

England, Paula. "Evaluating Work and Comparable Worth." Ann. Rev. Sociol, Number 14, 1988, pp. 227-248.

Frieze, Irene H., Josephine E. Olson, & Deborah C. Good. "Perceived and Actual Discrimination in the Salaries of Male and Female Managers." Journal of Applied Social Psychology,, Volume 20, Number 1, Jan. 1990, pp. 46-67.

Halaby, C.N. "Sexual Inequality in the Workplace: An Employer-specific Analysis of Pay Differences." Soc. Sci. Res. Number 8, 1979. pp. 79-104.

Lorber, L.A., J.R. Kirk, S.L. Samuels, & D.J. Spellman. Sex and Salary:A Legal and Personnel Analysis of Comparable Worth. Alexandria, VA:American Society for Personnel Administrators, 1985.

Luksetich, W.A. "Market Power and Sex Discrimination i white Collar Employment." Rev. Soc. Econ., Number 37, 1979, pp. 211-224.

Mahoney, T.A., & R.H. Blake. "Occupational Pay as a Function of Sex Stereotypes and Job Content." Paper presented at the Annual Meeting of the National Academy of Management, Atlanta, August 1979.

Mahoney, T.A., & R.H. Blake. "Organizational Pay as a Function of Sex Stereotypes and Job Content." Paper presented at the Annual Meeting of the National Academy of Management, Atlanta, August 1979.

Malkiel, B.G., & J.A. Malkiel. "Male-female Pay Differentials in Professional Employment." Am.Econ.Rev., Number 63, 1973, pp. 693-705.

Olson, J.E., & I.H. Frieze. "Income Determinants for Women in Management," (in) Women and Work: An Annual Review, Volume 2, edited by A.H. Stromberg, L. Larwood, & B.A. Gutek. Beverly Hills, CA:Sage, 1987, pp. 173-206

Rosenbaum, J.E. "Jobs, Job Status, and Women's Gains From Affirmative Action: Implications for Comparable Worth," (in) Comparable Worth: New Directions for Research, edited by H.I. Hartmann, Washington, DC:National Acad. Press, 1985, pp. 116-136.

Pfeffer, J., & A. Davis-Blake. "The Effect of the Proportion of Women on Salaries: The Case of College Administrators." Admin. Sci. Q., Number 32, 1987, pp. 1-24.

Seigelman, L., H.B. Milward, & J.M. Shepard. "The Salary Differential Between Male and Female Administrators: Equal Pay for Equal Work?" Academy of Management Journal, Number 25, 1982, pp. 664-671.

Smith, Sharon P. "Government Wage Differentials by the Sex." Journal of Human Resources, Volume 11, Number 2, Spring 1976, pp. 185-199.

Stratton, Brad. "Pay Not Equal for Women." Quality Progress, Volume 21, September 1988, pp. 27-29.

Tompkins, Jonathan. "Comparable Worth and Job Evaluation Validity." Public Administration Review, Volume 47, Number 3, May-June 1987, pp. 254-158.

Treiman, D.J., & H.I Hartman. "Women, Work, and Wages: Equal Pay for Jobs of Equal Value. Washington, DC:National Academy Press, 1981.

Van Alstyne, Carol. "Women and Minorities in Administration of Higher Education Institutions: Employment Patterns and Salary Comparisons." Washington:College and University Personnel Association, 1977.

XIII

MINORITY WOMEN ADMINISTRATORS AND PROFESSIONALS

Bell, Ella Louise, "The Bicultural Life Experience of Career-oriented Black Women." Journal of Organizational Behavior, Volume 19, November 1990, p. 459.

Brief, A.P., & R.T. Aldag. "Male and Female Differences in Occupational Attitudes Within Minority Groups." Journal of Vocational Behavior, Number 6, 1975, pp. 305-314.

Brown, Andolyn V. "Black Female Administrators in Higher Education: A Survey of Demographic Data, Previous Work Experiences, Characteristics of Present Positions and Characteristics of Employing Institutions." Doctoral Thesis, Bowling Green State University, 1980.

Carlson, L.A., and C. Swartz. "The Earnings of Women and Ethnic Minorities 1959-1979." Industrial and Labor Relations Review, Volume 41, Number 4, July 1988, pp. 530-546.

Carroll, C.M. "Three's A Crowd: The Dilemma of the Black Women in higher Education, (in) Academic Women on the Move, edited by A. Ross & A. Calderwood, New York:Russell Sage, 1973, pp. 173-186.

Dugger, K. "Social Location and Gender Role Attitudes: A Comparison of Black and White Women." Gender and Society, Number 2, 1988, pp. 425-448.

Epstein, C.F. "Positive Effects of the Multiple Negative: Explaining the Success of Black Professional Women," (in) Changing Women in a Changing Society, edited by J. Huber, Chicago: University of Chicago, 1973, pp. 150-173.

Epstein, C. "Positive Effects of the Double Negative: Explaining the Success of Black Professional Women." American Journal of Sociology, Number 78, 1973, pp. 912-935.

Epstein, C.F. "Positive Effects of the Multiple Negative: Explaining the Success of Black Professional Women." American Journal of Sociology, Number 78, 1973, pp. 173-184.

Glover, Robert W. et al. "Minority Women, Professional Work." Manpower, Volume 7, Number 7, 1975, pp. 8-12.

Gump, J.P. "Reality and Myth: Employment and Sex-role Identity in Black Women," (in) The Psychology of Women: Directions in Research, edited by J. Sherman & F.L. Denmark, New York: Psychological Dimensions, 1980, pp. 349-380.

Gump, J.P., & L.W. Rivers. "A Consideration of Race in Efforts to End Sex Bias," (in) Issues of Sex Bias and Sex Fairness in Career Interest Measurement, edited by Esther E. Diamond, Washington, DC:National Institute of Education, 1975.

Hemmerick, Steve. "Minorities Statute Hits 4 Managers." Pensions & Investments, Volume 19, Number 7, April 1, 1991, pp 1, 45.

Hood, Angelique Lewis. "A Comparative Analysis of the Developmental Experiences and Tasks of Black and White Women Managers." DAI 50/061, 1989, p. 189.

Lewis, D.K. "A Response to Inequality: Black Women, Racism, and Sexism." SIGNS: Journal of Women in Culture and Society, Number 3, 1977, pp. 339-361.

McNeely, R.L. "Predictors of Job Satisfaction Among Three Racial/Ethnic Groups of Professional Female Human Service Workers." Journal of Sociology and Social Welfare, Volume 14, Number 4, December 1987, pp. 115-136.

Morrison, Ann M. "Women and Minorities in Management." American Psychologist, Number 45, February 1990, pp. 200-208.

Nkomo, Stella M. & Taylor Cos. "Gender Differences in the Upward Mobility of Black Managers: Double Whammy or Double Advantage?" Sex Roles, Volume 21, December 1989, pp. 825-839.

Nkomo, S. "Uncharted Journey: Minority Women in Management." Paper presented at the National Meetings of the Academy of Management, Anaheim, CA, August 1988.

Puryear, G.R., & M.S. Mednick. "Black Militancy, Affective Attachment,a nd the Fear of Success in Black College Women." J. Consult. Clin. Psychol., Number 42, 1974, pp. 263-266.

Semyonov, M., & V. Kraus. "Gender, Ethnicity and Income Inequality: The Israeli Experience." International Journal of Comparative Sociology, Number 24, 1983, pp. 258-272.

Sims-Wood, Janet L. Black Women in the Employment Sector. Monticello, IL: Vance Bibliographies, 1979.

Williams, Audrey. "Research on Black Women College Administrators: Descriptive and Interview Data." Sex Roles, Number 21, July 1989, pp. 99-112.

XIV

MANAGERIAL WOMEN IN CROSS-NATIONAL PERSPECTIVE

Adler, Leonore Loeb, editor. Women in Cross-cultural Perspective. Praeger Publishers,

Adler, Nancy J. "Women in Management Worldwide." International Studies of Management & Organization, Volume 16, Number 3/4, Fall 1986/Winter 1987, pp. 3-32.

Adler, Nancy J. & Dafna N. Izraeli, editors. Women in Management Worldwide. Armonk, NY: M.E. Sharpe, 1988.

Adler, Nancy J. "Pacific Basin Managers: A Gaijin, Not a Woman." Human Resource Management, Volume 26, Number 2, Summer 1987, pp. 169-191.

Adler, Nancy J. "Women in International Management: Where Are They?" CA Mat Rev., Volume XXVI, Number 4, Summer 1984, pp. 78-89.

Ahmad, Karuna. "The Trishankus: Women in the Profession in India," Sociological Bulletin, Mar/Sept. 1984, pp. 75-90.

Andors, P. "The Four Modernizations and Chinese Policy on Women." Bulletin of Concerned Asian Scholars, Volume 31, Number 2, April/June 1981, pp. 44-57.

Andrew, Caroline, Cecile Coderre, & Ann Denis. "Stop or Go: Reflections of Women Managers on Factors Influencing Their Career Development." Journal of Business Ethics (Netherlands), Volume 9, Number 4,5, April/Maya 1990, pp. 361-367.

Antal, A.B., & C. Krebsbach-Gnath. "Women in Management:Unused Resources in the Federal Republic of Germany." International Studies of Management & Organization, Volume XVI, Number 3-4, 1986/87, pp.133-151.

Armstrong, Pat. "Is There Still a Chairman of the Board?" Journal of Management Development (UK), Volume 8, Number 6, 1989, pp 6-16.

Asplund, Gisele. Women Managers: Changing Organizational Cultures. Chichester, NY: Wiley, 1988.

Barad, M. & T. Weinshall. "Women as Managers in Israel." Public Administration in Israel and Abroad. Jerusalem:Israel Institute of Public Administration, 1967, pp. 78-87.

Brimelow, E. "Women in Civil Service." Public Administration Volume 59, Fall 1981, pp. 313-335.

Chan, A. "Women Managers in Singapore:Citizens for Tomorrow's Economy," (in) Women in Management Worldwide, edited by N.J. Adler & D. Izraeli, Armonk, NY:M.E. Sharpe, 1987.

Chaturvedi, Geeta. Women Administrators of India: A Study of the Socio-economic Background and Attitudes of Women Administrators of Rajasthan. Jaipur:RBSA Publishers, 1985.

Clark, Roger. "Contrasting Perspectives On Women's Access to Prestigious Occupations: A Cross-National Investigation." Social Science Quarterly, Volume 72, Number 1, March 1991.

Cooper, Cary L., editor. Practical Approaches to Women's Career Development: A Report on the Conference at St. Hugh's College, Oxford, on September 16-17, 1981. Moorfoot, Sheffield: Training Services, Manpower Services Commission, 1983.

Coyle, A. "The Limits of Change: Local Government and Equal Opportunities for Women." Public Administration (UK), Volume 67, Number 1, Spring 1989, pp. 39-50.

Crapol, Edward P., editor. Women and American Foreign Policy: Lobbyists, Critics, and Insiders. New York: Greenwood Press, 1987.

Davidson, Nicol & Margaret Croke. The United Nations and Decision-making: The Role of Women. New York: UNITAR, 1978.

Davis, Nancy J. & Robert V. Robinson, "Men's and Women's Consciousness of Gender Inequality: Austria, West Germany, Great Britain, and the United States." American Sociological Review, Volume 56, February 1991, pp. 72-84.

Effroni, L. Promotions and Wages in the Israeli Public Service - Are Women Discriminated Against? Jerusalem:The Institute of Labor and Welfare Research, 1980.

Epstein, C.F. "Women and Elites: A Cross-National perspective," (in) Access to Power: Cross-National Studies of Women and Elites, edited by C.F. Epstein & R.L. Coser. London:Allen & Unwin, 1981.

Erwee, Ronel. "South African Women: Changing Career Patterns." International Studies of Management & Organization, Volume 16, Number 3/4, Fall 1986/Winter 1987, pp. 174-189.

Erwee, R. "South African Women: Changing Career Patterns," (in) Women in Management Worldwide, edited by N.J. Adler, & D.N. Izraeli. Armonk, NY:M.E. Sharpe, 1988, pp. 213-225.

Ferrari, S. "The Italian Woman Executive." Management International Review, Volume 17, Number 1, 1977, pp. 13-21.

Fogarty, Michael Patrick. Women in Top Jobs, 1968-1979. London: Heinemann Educational Books, 1981.

Fogarty, Michael Patrick. Women and Top Jobs: The Next Move, London: P.E.P., 1972.

Gleeson, James Joseph. The Feared No Evil: The Woman Agents of Britain's Secret Armies, 1939-45. London: R. Hale, 1976.

Gray, Michael. "The Cost of Equality: U.K. Ruling May Carry $50 Billion Tab." Pensions & Investments, Volume 18, Number 6, May 28, 1990.

Hammond. V. "Women in Management in Great Britain." (in) Women in Management Worldwide, edited by N.J. Adler and D.N. Izraeli. Armonk, NY:M.E. Sharpe, 1988, pp. 168-185.

Hanmer, Jalna. Women and Social Work: Towards a Women-centered Practice. Chicago, IL:Lyceum Books, 1989.

Harris, Philip R. & Dorothy L. Harris. "Women Managers and Professionals Abroad" Journal of Managerial Psychology (UK) Volume 3, Number 4, 1988, pp i-ii.

Hildebrandt, Herbert W. & Jinyun Liu. "Chinese Women Managers: A Comparison with Their U.S. and Asian Counterparts." Human Resource Management, Volume 27, Number 3, Fall 1988, pp. 291-314.

Hutton, Joseph Bernard. Women Spies. London, New York: W.H. Allen, 1971.

Izraeli, Dafna N. "Women's Movement into Management in Israel." International Studies of Management & Organization. Volume 16, Number 3-4, Fall 1986/Winter 87, pp. 76-107.

Jelinek, Mariann & Nancy J. Adler. "Women: World-Class Managers for Global Competition." Academy of Management Executive, Volume 2, Number 1, February 1988, pp. 11-19.

Junior Chamber of Commerce for London. Women Executives: Their Training and Careers. London: London Chamber of Commerce, 1966.

Kay, Margarita Artschwager. "Health and Illness in the Barrio: Women's Point of View." DAI 33/03B, University of Arizona, 1972, p. 991.

Komanyi, Margit Ilona. "The Real and Ideal Participation in Decision-making of Iban Women." DAI 33/10B, New York University, 1973, p 4631.

Kraisonswasdi, Napasri. Women Executives: A Sociological Study in Role Effectiveness. Jaipur: Rawat Publications, 1989.

Lam, M. Natalie. "Management Training for Women: International Experiences and Lessons for Canada." Journal of Business Ethics (Netherlands), Volume 9, Number 4,5, April/May 1990, pp. 385-406.

Lansing, Paul & Kathryn Ready. "Hiring Women Managers in Japan: An Alternative for Foreign Employers." California Management Review, Volume 30, Number 3, Spring 1988, pp. 112-127.

Narasimhan, G. & L. Iyer. "Attitudes Towards Women Managers." Economic and Political Weekly, Volume 25, Number 44, 1990, pp. 2451-2452.

Nicholson, Nigel & Michael A. West. Managerial Job Change: Men and Women in Transition. Great Britain: Cambridge University Press, 1988.

Olivares, Federica. "Women in Management in Italy: More Than an Emerging Issue." Equal Opportunities International (UK), Volume 6, Number 1, 1987, pp. 6-10.

Osaka, M.M. "Dilemmas of Japanese Professional Women." Social Problems, Number 26, 1978, pp. 15-25.

Padan-Eisenstark, D. "Are Israeli Women Really Equal? Trends and Patterns of Israeli Women's Labor Force Participation:A Comparative Analysis." Journal of Marriage and Family, Number 35, 1973, pp. 538-545.

Place, Helen. Women in Management: A New Zealand Study, Takapuna: Motivation, Inc., 1981.

Political and Economic Planning. Women In Top Jobs: Four Studies in Achievement. London: Allen & Unwin, 1971.

Quince, Annabelle & Russell D. Lansbury. "Two Steps Forward but Going Nowhere? Women and Management in Australia." Employee Relations (UK), Volume 10, Number 6, 1988, pp. 26-31.

Rairikar, B.R. Problems of Women Executives: With Reference to the City of Bombay. Bombay: Lala Lajpatrai Institute, 1978

Renshaw, J. "Women in Management in the Pacific Islands: Exploring Pacific Stereotypes." International Studies of Management & Organization, Volume XVI, Number 3-4, 1986/87, pp. 152-173.

Roy, Manisha. "Ideal and Compensatory Roles in the Life Cycle of Upper Class Bengali Women." DAI 33/04B, University of California-San Diego, 1972.

Saisho, Yuriko. Women Executives in Japan: How I Succeeded in Business in a Male-dominated Society. Tokyo, Japan:YURI International, Inc., 1981.

Schreffler, Roger. "Moving to Management: Japanese Women in Automotive Management." Automotive Industries, Volume 167, July 1987, pp. 54-56.

Schuler, Margaret, editor. Empowerment and the Law:Strategies of Third World Women. Washington, DC:OEF International, 1986.

Singh, D. "Women Executives in India." Management International Review, Volume 20, Number 2, 1980, pp. 53-60.

Smith, Peter & Rosemary Stewart. "Relative Career Progress of men and Women Graduates in NHS General Administration." Public Administration, Number 61, Autumn 1983, pp. 318-323.

Springer, J.F., & R.W. Gable. "Modernization and Sex Roles: The Status of Women in the Thai Bureaucracy." Sex Roles, Volume 7, Number 7, July 1981, pp. 723-730.

Steinhoff, P.G., & K. Tanaka. "Women Managers in Japan," (in) Women in Management Worldwide, edited by N.J. Adler & D.N. Izraeli. Armonk, NY:M.E. Sharpe, 1988, pp. 103-121.

Steinhoff, Patricia G. & Kazuko Tanaka. "Women Managers in Japan." International Studies of Management & Organization, Volume 16, Number 3/4, Fall 1986/Winter 1987, pp. 108-132.

Symons, Gladys L. "Coping with the Corporate Tribe: How Women in Different Cultures Experience the Managerial Role." Journal of Management, Volume 12, Number 3, Fall 1986, pp. 379-390.

Tremain, Elizabeth J. Evelene: The Troubleshooter was a Lady. Lincoln, Neb: Foundation Books, 1985.

de Vaus, David. "Gender and Work Orientation." Work and Occupations, Volume 18, Number 1, February 1991, pp. 72-93.

Waddington, P.A.J. The Training of Prison Governors: Role Ambiguity and Socialization. London: Croom Helm, 1983.

Whitley, R. "Women, Business School and the Reproduction of Business Elites: Britain and France," (in) Access to Power:Cross-national Studies of Women and Elites, edited by C. Epstein & R. Coser. London:Allen & Unwin, 1981, pp. 185-192.

Year, E, D. Moore, & G. Fishelson. To Be Deprived and Complacent: Fairness Judgments of Earnings Among Israeli Women. Tel-Aviv:Foerder Institute for Economic Research, 1984.

XV

WOMEN MANAGERS IN CORPORATE WORKPLACE

American Institute of Certified Public Accountants. "Upward Mobility of Women Special Committee: Report to the AICPA Board of Directors." New York: American Institute of Certified Public Accountants, 1988.

Anderson, Robert L. & Kathleen P. Anderson. "A Comparison of Women in Small and Large Companies." American Journal of Small Business, Volume 12, Number 3, Winter 1988, pp. 23-33.

Brief, A.P., & R.L. Oliver. "Male-female Differences in Work Attitudes Among Retail Sales Managers." Journal of Applied Psychology, Number 61, 1976, pp. 526-528.

Cameron, Gary Charles. "A Study of the Values of Male and Female Managers in Banking and Insurance in Nebraska." DAI 40/03A, 1979, p 1581.

Cline, Carolyn Garrett. The Velvet Ghetto: The Impact of the increasing Percentage of Women in Public Relations and Business Communication. San Francisco: IABC Foundation, 1986.

Dawkins, Lola B. "Women Executives in Business, Industry, and the Professions." Thesis: University of Texas, 1962.

Devanna, Mary Anne. Male/Female Careers - the First Decade: A Study of MBAs. New York: Columbia University, Graduate School of Business, 1984.

Fagenson, E.A. "Women in Organizations: Not Made for Top Corporate Positions?" Presented at the Academy of Management Conference, Boston, 1984.

Fernandez, John P. Racism and Sexism in Corporate Life: Changing Values in American Business. Lexington, MA: Lexington Books, 1981

Fillmore, Many Dingee. Women MBAs: A Foot in the Door. Boston, MA: G.K. Hall, 1987.

Forgionne, Guisseppi A. & Vivian E. Peeters. "The Influence of Sex on Managers in the Service Sector." California Management Review, Volume 25, Number 1, Fall, 1982, pp. 72-83.

Fraser, Edie; editor. Risk to Riche$: Women and Entrepreneurship in America: A Special Report. Washington, DC: Institute for Enterprise Advancement, 1986.

Freeman Sue Joan Mendelson. Managing Lives: Corporate Women and Social Change. Amherst: University of Massachusetts press, 1990.

Gallese, Liz Roman. "Corporate Women on the Move; Here are the Women to Watch in Corporate America." Business Month, Volume 133, Number 4, April 1989, pp. 30-56.

Gallese, Liz Roman. Women Like Us: What is Happening to the Women of the Harvard Business School, Class of '75 - The Women Who Had the First Chance to Make it to the Top. New York: Morrow, 1985.

Ghiloni, B.W. "The Velvet Ghetto: Women, Power, and the Corporation," (in) Power Elites and Organization, edited by G.W. Domhoff & T.R. Dye. Sage Focus Editions, Volume 28, Newbury Park, CA:Sage Publications, 1987, pp. 21-36.

Hardesty, Sarah. Success and Betrayal: The Crisis of Women in Corporate America. New York: Watts, 1986.

Hardesty, Sarah. Success and Betrayal: The Crisis of Women in Corporate America. New York: Simon & Schuster, 1987.

Harragan, Betty Lehan. Games Mother Never Taught You: Corporate Gamesmanship for Women. New York, NY: Warner Books, 1981.

Helgensen, Sally. The Female Advantage: Women's Ways of Leadership. New York, NY: Doubleday Currency, 1990.

Hill, Roy. "Women-Owned Companies Finally Start Making Their Mark." International Management (UK), Volume 41, Number 5, May 1986, pp. 66-70.

Hooks, Karen L. Alternative Work Schedules and the Woman CPA: A Report on Used Perception and Career Impact. Chicago, IL: the American Woman's Society of Certified Public Accountants, 1989.

Jamison, Charles N. Jr. "So You Want to Be a Corporate Star." Essence, Volume 21, March 1991, pp. 65-66.

Kanter, R.M. Men and Women of the Corporation. New York: Basic Books, 1977.

Keown, Charles F. "Success Factors for Corporate Woman Executives." Group and Organizational Studies, Volume 7, Number 4, December 1982, pp. 445-456.

Knapp, Michael C. "Openness of Large Public Accounting Firms to Female and Minority Managers." Sociology and Social Research, Volume 73, April 1989, pp. 149-152.

Koznietsky, Ronya. Women in Business: Succeeding as a Manager, Professional, or Entrepreneur. Austin, TX: Texas Monthly Press, 1989.

Levy, Liz. "Women in Marketing: Equal But Superior." Marketing (UK)< July 27, 1989, pp. 24-25.

Loden, Marilyn. "Feminine Leadership: It Can Maker Your Business More Profitable." Vital Speeches, Volume 52, Number 15, May 15, 1986, pp 472-475.

McLane, Helen J. Selecting, Developing, and Retaining Women Executives: A Corporate Strategy for the Eighties. New York: Van Nostrand Reinhold Co., 1980.

Missirian, A.K. The Corporate Connection: Why Women Need Mentors to Reach the Top. Englewood Cliffs, NJ: Prentice-Hall, 1982.

Mitchell, Charlene. The Right Moves: Succeeding in a Man's World Without a Harvard MBA. New York: Macmillan, 1985.

Orth, C.D & F. Jacobs. "Women in Management: Pattern for Change." Harvard Business Review, Volume 49, Number 4, 1971, pp. 139-147.

Patrick, Patricia Ann. "An Investigation of the Progress and Problems of Women in Managerial Positions in Business and Other Institutions in the New Orleans Area. Doctoral Thesis, University of Misaissippi, 1979.

Schwartz, Eleanor Brantley. The Sex Barrier in Business. Atlanta: Georgia State University, 1971.

Silverstone, Rosalie. "Women in Accountancy: Ten Years On." Accountancy (UK), Volume 106, Number 1165, September 1990, pp. 70-73.

Struggs, Callie Foster. Woman in Business. Mesquite, TX: Ide House, 1981.

Struggs, Callie Foster. Woman in Contemporary Business. Mesquite, TX: Ide House, 1982.

Sutton, Charlotte D. & Richard W. Woodman. "Pygmalion Goes to Work: The Effects of Supervisor Expectations in a Retail Setting." Journal of Applied Psychology, Volume 74, Number 6, December 1989, pp. 943-950.

Symons, G.L. "Coping With the Corporate Tribe: How Women in Different Cultures Experience the Managerial Role." Journal of Management, 1986.

Symons, G. "Women's Occupational Careers in Business: Managers and Entrepreneurs in France and in Canada." International Studies of Management & Organization, Volume XVI, Number 3-4, 1986/87, pp. 61-75.

Taylor, Marilyn L., Mariane Odiogov, & Eileen Morley. "Experienced American Professional Women in Overseas Business Assignments." Academy of Management Proceedings, Volume 33, 1975, pp. 454-456.

Vernon-Gerstenfeld, Susan. "Affirmative Action in Nine Large Companies: A Field Study." Personnel, Volume 62, April 1985, pp. 54-60.

Williams, Monci Jo. "Women Beat the Corporate Game." Fortune, Volume 118, Number 6, September 12, 1988, pp. 128-138.

Winkow, Linda. "How Women and Minorities are Reshaping Corporate America." Vital Speeches, Volume 57, Number 8, February 1, 1991, pp. 242-244.

WOMEN ADMINISTRATORS IN ACADEMIC SETTINGS

Astin, H.S. The Woman Doctorate in America. New York: Russell Sage Foundation, 1969.

Bernard, J. Academic Women. University Park: Pennsylvania University Press, 1964.

Berry, Margaret C., editor. Women in Higher Education Administration: A Book of Readings. Washington, DC: National Association for Women Deans, Administrators and Counselors, 1979.

Bruce, Willa. "Dual Career Couples in the University: Policies and Problems." Paper presented at the 74th Annual Conference of the National Association for Women Deans, Administrators and Counselors, Nashville, TN, March 21-25, 1990.

Budig, G.A., M.F. Hammond, & J.D. Bailey. "The Place of Women in Departments of Higher Education Administration." Phi Delta Kappan, Volume 65, Number 9, May 1984, p 625.

Centra, J.A. Women, Men and the Doctorate. Princeton, NJ: Educational Testing Service, 1975.

Chamberlain, Mariam K., editor. Women in Academe: Progress and Prospects. New York: Russell Sage Foundation, 1988.

Coursen, David. Women and Minorities in Administration: School Leadership Digest. Arlington VA: National Association of Elementary School Principals, 1975.

Curby, Vicki Morgan. Women Administrators in Higher Education, Their Geographic Mobility. Washington, DC: National Association for Women Deans, Administrators, and Counselors, 1980.

Fox, M.F. "Sex, Salary, and Achievement: Reward-dualism in Academia." Sociol. Educ. Number 54, 1981, pp. 71-84.

Gilliam, Vicki Lynn. "Selection and Promotion Practices for Women in Texas Public School Administration." Doctoral Dissertation, Baylor University, 1986.

Graham, P.A. "Women in Academe" (in) Toward a Sociology of Women, edited by C. Safilios-Rothschild, Lexington, KY:Xerox, 1972.

Howard, Suzanne. Why Aren't Women Administering our Schools?: The Status of Women Public School Teachers and the Factors Hindering Their Promotion into Administration. Arlington, VA:National Council of Administrative Women in Education, 1975.

Hughes, H.M. "Maid of All Work or Departmental Sister-in-Law? The Faculty Wife Employed On Campus," (in) Changing Women in a Changing Society, edited by J. Huber, Chicago: University Chicago, 1973, pp. 5-11.

Hullhorst, Alice J. "A Comparative Study of the Career Aspirations, Job Seeking Patterns, and Career Patterns of Male and Female Doctoral Recipients in Educational Administration." Doctoral Dissertation, Western Michigan University, 1984.

Jones, Effie H. Women & Minorities in School Administration. Arlington, VA: Office of Minority Affairs, American Association School Administrators, 1988.

Jones, Jane Louise. A Personnel Study of Women Deans in Colleges and Universities. New York:Columbia University, 1928.

Kaufman, D.R. "Associational Ties in Academe: SOme Male and Female Differences." Sex Roles, Number 4, 1978, pp. 9-21.

Kemp, Joann. Perceptions of Leader Behavior of Selected Women Physical Education Administrators Microform. Eugene, Ore.: Microform Publications, 1977.

BEST COPY AVAILABLE

Leonard, Rebecca. "Managerial Styles in Academe: Do Men and Women Differ?" Paper presented at the Annual Meeting of the Southern Speech Communication Association, Austin, TX, April 7-10, 1981.

Lyman, Kathleen. "Advancing in School Administration: A Pilot Project for Women." Harvard Educational Review, Feb. 1980, pp. 25-35.

Lynch, Kathleen Kelley. "Grounding Research in Experience: A Case Study of Women Administrators." Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, CA, March 27-31, 1989.

National Council of Administrative Women in Education. Wanted - More Women in Educational Leadership. Washington, 1985.

Nolan, Mary Ann Cascio. "The First Year: Women in the Principalship." A paper presented at the annual meeting of the American Educational Research Association. Washington, DC, April 20-24, 1987.

Oritiz, F.I. "Career patterns in Education: Women, men and Minorities in Public School Administration." NY: Praeger, 1982.

Parkhouse, Bonnie L. The Woman in Athletic Administration: Innovative Management Techniques for Universities, Colleges, Junior Colleges, High Schools, and State High Schools Associations. Santa Monica, CA: Goodyear Publishing Co., 1980.

Pavan, Barbara Nelson, & Judith McCloud D'Angelo. "Gender Differences in the Career Paths of Aspiring and Incumbent Educational Administrators." Paper presented at the Annual Meeting of the American Educational Research Association, Boston, MA, April 16-20, 1990.

Pierro, Lou M. "The Perceptions of Sex Discrimination Held By Women Administrators in Higher Education." Doctoral Thesis, Indiana University, 1986.

Rometo, Lorraine Kinces. "Women Administrators in Pennsylvania's Public Schools - Overcoming Barriers to Recruitment and Promotion." Doctoral Dissertation, Temple University, 1983.

Rossi, A.S., & A. Calterwood, editors. Academic Women on the Move. New York: Russell Sage Foundation, 1973.

Schmuck, Patricia A. "Deterrents to Women's Careers in School Management." Sex Roles, Volume 1, Number 4, December 1975, pp. 339-354.

Short, Paula M. et al. "Women Professors of Educational Administration: A Profile and Salient Issues." Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, CA, March, 1989.

Sturtevant, Sarah Martha & Harriet Hayes, editors. Deans at Work: Discussions by Eight Women Deans of Various Phases of Their Work. New York:Harper & Brothers, 1930.

Tinsley, Adrian, Cynthia Secor, & Sheila Kaplan, editors. Women in Higher Education Administration. San Francisco: Jossey-Bass, 1984.

Trivedi, R.K., & D.N. Rao. "Regular Recruits to the IAS: A Study." Journal of the National Academy of Administrations, Number 3, July, 1960.

Vitiello, Carol Irma. "Agnes Samuelson: A Profile and Analysis of the Administrative Career of An Iowa Educator." Doctoral Dissertation, The University of Iowa, 1984.

Waring, Richard W. "How to Save Our Catholic Colleges: A Guide for Trustees, Administrators, Alumni, and Religious Orders." Perrysbert, OH: The Fiscal and Personnel Resources of Catholic Colleges, 1989-90.

Weissman, M.M., K. Nelson, J. Hackman, C. Pincus, & B. Prusoff. "The Faculty Wife: Her Academic Interests and Qualifications." (in) Academic Women on the Move, edited by A. Rossi, & A. Calderwood, New York:Russell Sage, 1973, pp. 187-195.

Wheeler, Karen J. & Martha W. Tack. "Male and Female College Presidents: Leadership Behaviors and Attitudes." Paper presented at the Annual Meeting of the American Research Association, San Francisco, CA, March 27-31, 1989.

Whitaker, Kathryn S. & Kenneth Lane. "Is A Woman's Place in School Administration?" School Administrator, Volume 47, Number 2, February 1990, pp. 8-12.

Williams, Audrey. "African American Women and Affirmative Action." Sex Roles, Volume 21, Number 1-2, July 1989, pp. 99-112.

Williams, Dorothy Ellen. "Assessing the Upper-Level Female Administrator in Public School Districts of Texas: A Profile of Characteristics, Processes, and Training." Doctoral Dissertation, Texas A&M University, 1985.

Wilson, Reginald. Women of Color in Academic Administration: Trends, Progress, and Barriers." Sex Roles, Number 21, July 1989, pp. 85-97.

XVII

WOMEN IN POLICE LEADERSHIP

Balkin, Joseph. "Why Policemen Don't Like Policewomen." Journal of Police Science and Administration. Number 16, March 1988, pp. 29-38.

Block, P. et al. "Policewomen On Patrol, Major Findings." Washington, D.C., The Police Foundation, 1973. pp. 1-60.

Bouza, A.V. "Women in Policing." FBI Law Enforcement Bulletin, Volume XLIV, Number 9, September 1975, p.5.

Carrier, John. The Campaign for the Employment of Women as Police Officers. Aldershot, Hants, England:Acbury; Brookfield, VT:Gower Publishing Co., 1988.

Feinman, Clarice. Women in the Criminal Justice System. New York: Praeger, 1985.

Fooner, Michael. Women in Policing: Fighting Crime Around the World. New York:Coward, McCann & Geoghegan, 1976.

Gamire, Barnard. "Female Officers in the Department." FBI Law Enforcement Bulletin, Volume XLIII, Number 6, June 1974, p. 13.

Grant, Rosemary. "Heading for the Top - The Career Experiences of a Group of Women Deputies in One Lea." Gender and Education, Volume 1, Number 2, 1989, pp. 113-125.

Higgins, Lois. "Historical Background of Policewomen's Service," Journal of Criminal Law & Criminology, Volume XLI, Number 6, March-April, 1951, pp. 822-823.

Knoohuizen, Ralph. Women in Police Work in Chicago. Evanston, IL:Chicago Law Enforcement Study Group, 1974.

Koenig, Esther, J. "An Overview of Attitudes Toward Women in Law Enforcement." Public Admin. Review, Volume 36, Number 4, 1978, pp. 267-270.

Lunneborg, Patricia W. Women Police officers: Current Career Profile. Charles C. Thomas, 1989.

Lord, Lesli Kay. "A Comparison of Male and Female Peace Officers' Stereotypic Perceptions of Women and Women Peace Officers." Journal of Police Science and Administration, Number 14, June, 1986, pp. 83-97.

McCormack, Robert. "Interview: Catherine B. Frank, Executive Administrator of New Jersey State Association of Chiefs of Police." Law Enforcement News, September 9, 1985, pp.

Milton, Catherine. "Women in Policing 9-11.." Washington, DC Police Foundation, 1972, pp. 13-15.

Owings, Chloe. Women Police: A Study of the Development and Status of the Women Police Movement. Montclair, NJ: Patterson Smith, 1969.

Perlstein, Gary R. "Certain Characteristics of Policewomen." Police, Volume XVI, Number 5, January 1972, p. 46.

Perlstein. "Policewomen and Policemen: A Comparative Look.: The Police Chief, Volume XXXIX, Number 3, March 1972, p. 74.

Price, B.R. "A Study of Leadership Strength of Female Police Executives." Journal of Police Science and Administration, Volume II, Number 2, June 1974, p. 219.

Prince, John J. "A Pilot Study to Select and Prepare Underprivileged Minorities and Women for Employment in Law Enforcement." Journal of Police Science and Administration, Volume 10, September 1982, pp. 350-356.

Rafter, Nicole Hahn & Elizabeth Anne Stanko, editors. Judge, Lawyer, Victim, Thief:Women, Gender Roles and Criminal Justice. Boston:Northeastern University Press, 1982.

Sherman, L.J. "An Evaluation of Policewomen on Patrol in a Suburban Police Department." Journal of Police Science & Administration, Volume III, Number 4, December 1975, pp. 434-438.

Sherman Lewis J. "A Psychological View of Women in Policing." Journal of Police Science and ADministration, Volume I, Number 4, December 1973, p. 387.

Sichel, Joyce L. et al. Women On Patrol: A Pilot Study of Police performance in New York City. Washington:Dept. of Justice, Law Enforcement Assistance Administration, National Institute of Law Enforcement and Criminal Justice, 1978.

Singleton, Sarah M. "Gender Bias Skews Justice for Women." Trial Volume 26, February 1990, pp. 39-41.

Townsey, Roi Diane. "Black Women in American Policing: An Advancement Display." Journal of Criminal Justice, Volume 10, November/December 1982, pp. 455-468.

Walsh, Anthony. "Gender-Based Differences: A Study of Probation Officers' Attitudes About, and Recommendations For, Felony Sexual Assault Cases." Criminology, Volume 22, August 1984, pp. 371-387.

Weinshall, Teddy. "Does Military Service Help Women into Management?" Women in Management Review (UK) Volume 3, Number 1, 1987, pp. 38--44.

Weisheit, Ralph S. "Women inn the State Police: Concerns of Male and Female Officers." Journal of Police Science and Administration Volume 15, June 1987, pp. 137-144.

Wexler, Judie Gaffin and Deana Dorman Logan. "Sources of Stress Among Women Police Officers." Journal of Police Science and Administration, Volume 11, March, 1982, pp. 46-53.

XVIII

WOMEN IN MILITARY LEADERSHIP

Adams, J. "Attitudinal Studies on the Integration of Women at West Point." Minutes DACOWITS. Phoenix, November 1990.

Adams, Jerome. "Women at West Point: A Three-Year Perspective." Sex Roles Volume 11, September 1984, pp. 525-541.

Barkalow, Carol and Andrea Raab. In the Men's House: An Inside Account of Life in the Army by One of West Point's First Female Graduates. New York: Poseidon Press, 1990.

Baxter, Douglas Clark. Servants of the Sword: French Intendants of the Army, 1630-70. Urbana, IL: University of Illinois Press, 1976.

Binkin, Martin and Shirley J. Back. Women and the Military, Washington, DC: Brookings Institution, 1977.

Cheatham, Harold E. "Integration of Women into the U.S. Military. Sex Roles, Volume 11, Number 3, 1984, pp. 141-153.

Cooper, Helen M., Adrienne Auslander Munich, & Susan Merrill Squier, editors. Arms and the Woman: War, Gender, and Literary Representation. Chapel Hill: University of North Carolina Press, 1989.

Dienstfrey, Stephen J. Women Veterans' Exposure to Combat. Armed Forces and Society, Volume 14, Number 4, Summer 1988, pp. 549-558.

Dorn, Edwin. Who Defends America?: Race, Sex, and Class in the Armed Forces. Washington, D.C.: University Press of America, 1989.

Dunivin, Karen O. "Gender and perceptions of the Job Environment in the U.S. Air Force." Armed Forces and Society, Volume 15, Number 1, Fall 1988, pp. 71-91.

Earley, Charity Adams. One Woman's Army: A Black officer Remembers the WAC. College Station: Texas A&M University Press, 1989.

Elshtain, Jean Bethke, and Sheila Tobias, editors. Women, Militarism, and War: Essays in History, Politics, and Social Theory. Totowa, N.J.:Rowman & Littlefield, 1990.

Ferber, M.A., & H.M. Lowry. "Women: The New Reserve Army of the Unemployed." Signs: J. Women Cult. Soc. Spring, 1976, pp. 213-232.

Galloway, Judith M. "The Impact of the Administration of Women to the Service Academies on the Role of the Woman Line Officer." American Behavioral Scientist, Volume 19, Number 5, May/June 1976, pp. 647-664.

Goldman, N. "The Changing Role of Women in the Armed Forces." (in) Changing Women in a Changing Society, edited by J. Huber, Chicago:University of Chicago, 1973, pp. 130-149.

Goldman, Nancy Loring, editor. Female Soldiers: Combatants or Noncombatants? Historical and Contemporary Perspectives. Westport, Conn.:Greenwood Press, 1982.

Goldman, Nancy. "The Utilization of Women in the Armed Forces of Industrialized Nations." Sociological Symposium, Number 18, 1977, pp. 1-23.

Goldman, Nancy. "The Utilization of Women in the Armed Forces of NATO Countries." Military Review, Volume 54, Number 10, October 1974.

Good, Jane E. & Karl M. Klein. "Women in the Military Academies: US Navy." The Physician and Sportsmedicine. Volume 17, Number 1, February 1989, pp. 99-102.

Hacker, Barton C. and Sally L. Hacker. "Military Institutions and the Labor Process: Noneconomic Sources of Technological Changes, Women's Subordination, and the Organization of Work." Technology and Culture, Volume 28, October 1987, pp. 743-775.

Harrell, Karen Fair. Women in the ARmed Forces: A Bibliography, 1970-1980. Monticello, IL:Vance Bibliographies, 1980.

Holm, Jeanne. Women in the Military: An Unfinished Revolution. Novato, CA.:Presidio Press, 1982.

Klick, Jean E. "Utilization of Women in the NATO Alliance," Armed Forces and Society, Number 4, Summer 1978, pp. 673-678.

Macdonald, Sharon, Pat Holden & Shirley Ardener, editors. Images of Women in Peace and War: Cross-Cultural and Historical Perspectives. Madison, WI: University of Wisconsin Press, 1988.

Matsakis, Aphrodite. Vietnam Wives: Women and Children Surviving Life with Veterans Suffering Post Traumatic Stress Disorder. Kensington, MD: Woodbine House, 1988.

Norman, Elizabeth M. Women at War: The Story of Fifty Military Nurses Who Served in Vietnam. Philadelphia:University of Pennsylvania Press, 1990.

Office of the Assistant Secretary of Defense. Military Women in the Department of Defense, Volume 1, Washington, DC: Office of the Secretary of Defense, 1983.

Russell, Mark S. The Female Veteran Population. Washington, DC: Veterans Administration, Office of Reports and Statistics, 1983.

Rustad, Michael. Women in Khaki: The American Enlisted Woman. New York: Praeger, 1982.

Segal, Mady Wechsler and David R. Segal. "Social Change and the Participation of Women in the American Military." (in) Research in Social Movements, Conflicts and Change, edited by Louis Kriesbert, Greenwich, CN:JAI Press, Volume 5, 1983, pp. 235-258.

St. John Williams, Noel T. Judy O'Grady and the Colonel's Lady: The Army Wife and Camp Follower Since 1660. Washington: Brassey's Defence Publishers, 1988.

Stanley, Sandra Carson & Mady Wechsler Segal. "Military Women in NATO: An Update." Armed Forces and Society, Volume IV, Number 3, Summer 1988, pp. 559-585.

Thomas, Patricia. The Role of Women in the Military: Australia, Canada, The United Kingdom, and the United States. San Diego, CA: U.S. Naval personnel Research and Development Center, 1978.

Thomas, Patricia J. "Women in the Military:American and the British Commonwealth: Historical Similarities." Armed Forces and Society, Volume 4, Summer 1978, pp. 623-646.

Tziner, Aharon. and Shimon Dolan. "Validity of an Assessment Center for Identifying Future Female Officers in the Military." Journal of Applied Psychology, Number 67, December 1982, pp. 728-736.

United States. "Joint Resolution to Authorize the Establishment of a Memorial on Federal Land in the District of Columbia and Its Environs to Honor Women Who Have Served in the Armed Forces of the United States." Washington: U.S. Government Printing Office, Superintendent of Documents, 1987.

United States Congress/House Committee on Armed Services: Military Personnel and Compensation Subcommittee. "Benefits for Former Spouses of Military Members." Hearing Before the Military Personnel and Compensation Subcommittee of the Committee on Armed Services, House of Representatives, ninety-seventh Congress, first session. Washington D.C. :U.S. Government Printing Office, 1983.

United States Congress/House Committee on Armed Services: Military Personnel and Compensation Subcommittee. "Women in the Military." Hearings before the Military Personnel and Compensation Subcommittee of the Committee on Armed Services, House of Representatives, One Hundredth Congress, first and second sessions, Washington: U.S. Government Printing Office: 1988.

United States Congress/House Committee on Armed Services: Military Personnel and Compensation Subcommittee. "Women in the Military." Hearing before the Military Personnel and Compensation Subcommittee of the Committee on Armed Services, House of Representatives, One Hundred First Congress, second session, Washington: U.S. Government Printing Office, 1990.

United States General Accounting Office. "Civilianizing Certain Air Force Positions Could Result in Economies and Better Use of Military Personnel." Report to the Secretary of the Air Force, Washington: U.S. General Accounting Office, 1982.

United States General Accounting Office. "Using Civilian Personnel for Military Administrative and Support Positions, Can More Be Done?" Washington:General Accounting Office, 1978.

United States General Accounting Office. "Women in the Military: More Military Jobs Can Be Opened Under Current Statutes." Report to Congressional Requesters, Washington: General Accounting Office, 1988.

Wells, Wandakay. Demographic and Socioeconomic Data on Female Veterans. Washington, DC: Office of Information Management and Statistics, Statistical Policy and Research Service, Research Division, 1985.

Williams, T. Harry. Americans at War: The Development of the American Military System. Baton Rouge:Louisiana State University Press, 1960.

Woelfel, J.C., J.M. Savell, B.E. Collins & P. M. Bentler. "A Preliminary Version of a Scale to Measure Sex-role Attitudes in the Army." Research Memorandum, Volume 76, Number 3, U.S. Army Research Institute for the Behavior and Social Sciences, February 1976.

Yarbrough, Jean. "The Feminist Mistake: Sexual Equality and the Decline of the American Military." Policy Review, Number 33, Summer 1985, pp. 48-52.

XIX

WOMEN IN VOLUNTARY ORGANIZATION LEADERSHIP

Conklin, Elizabeth Nancy. "Women's Voluntary Associations in French Montreal: A Study of Changing Institutions and Attitudes." DAI 33.10B, 1972, [. 4628.

Daniels, A.K. "Invisible Careers: Women Civic Leaders from the Volunteer World. Chicago: University of Chicago Press, 1988.

Daniels, Arlene Kaplan, et al. The Place of Volunteerism in the Lives of Women: Analysis of Four Types of Volunteer Service: Community Leaders of Pacific City, Equality for Women, Pacific Family Planning, Hospital Volunteers at Urban Medical Center. Evanston, IL: Program on Women at Northwestern University, 1975.

Edwards, Patricia, et al. "Women, Work, and Social Participation." A paper presented at the Annual Meeting of American sociological Association, Toronto, Canada, 1981.

Gold, D. "Women and Volunteerism" (in) Women in Sexist Society, edited by V. Gornick & B. Horan, New York: Mentor, pp. 384-400.

Goodrich, Norma Lorre. Priestesses. New York: Harper Perennial, 1990.

Goodrich, Norma Lorre. Priestesses. New York: F. Watts, 1989.

Lichstenstein, Marsha. "Some Correlates of the Amount of Volunteer Activity in a Sample of Elite Women: The Relative Effect of Previous Volunteer Experiences and Socio-personal Characteristics." Doctoral Thesis, Rutgers University, 1983.

McPherson, J.M. & L. Smith-Lovin. "Women and Weak Ties: Differences by Sex in the Size of Voluntary Organizations." Am. J. Sociol. Number 87, 1982, pp. 883-904.

Morgan, John H. Women Priests: An Emerging Ministry in the Episcopal Church, 1975-1985. Bristol, IN: Wyndham Hall Press, 1985.

Public Management Institute. Nonprofit Management Skills for Women Managers. San Francisco, CA: Public Management Institute, 1980.

Robertson, Olivia. Ordination of a Priestess. Enniscorthy: Cesara Publications, 1977.

Sanders, Audrey. "The Value of Volunteer Work in the Lives of Thirty Suburban Women." Thesis, Adelphi University, 1979.

Schram, Vicki Ruth. "Determinants of Volunteer Work Participation by Married Women." Doctoral Thesis, University of Illinois at Urbana-Champaign, 1980.

Snider, Martha Ann. "Wife/Mother Role Adjustment and Other Managerial Strategies Related to a Community Leadership Volunteer Demand." Doctoral Thesis, Oregon State University, 1985.

Sommers, David. Women in Organizations: An Analysis of the Role and Status of Women in American voluntary Organizations. Washington, DC: B'nai B'rith International, 1983.

XX

WOMEN IN LIBRARY ADMINISTRATIVE SYSTEMS

Ballard, Robert. Equal Pay for Equal Work: Women in Special Libraries. New York: Special Libraries Association, 1981

Bennett, George E. Librarians in Search of Science and Identity: The Elusive Profession. Metuchen, NJ: Scarecrow Press, 1988.

Braunagel, Judith S. "Job Mobility of Men and Women Librarians and How It Affects Career Advancement." American Libraries, Number 10, December 1979, pp. 643-647.

Dale, Doris Cruger. Career Patterns of Women Librarians with Doctorates. Champaign, IL: University of Illinois, Graduate School of Library Science, 1980.

Dickson, Katherine Murphy. "Women Librarians Re-entering the Work Force." American Library Association, Committee on the Status of Women in Librarianship; Principal Investigator, Chicago: American Library Association, 1985.

Douglass College. Preconference on the Status of Women in Librarianship. Douglass College, 1974.

Fennell, Janice C. A Profile of Women Directors of the Largest Academic Libraries in the United States: An Analysis and Description. Unpublished PhD dissertation, The Florida State University, 1978.

Heim, Kathleen M. On Account of Sex: An Annotated Bibliography on the Status of Women in Librarianship, 1977-1981. Chicago: American Library Association, 1984.

Heim, Kathleen, editor. The Status of Women in Librarianship: Historical, Sociological, and Economic Issues. New York: Neal-Schuman Publishers, 1983.

Houser, Lloyd J. The Search for a Scientific Profession: Library Science Education in the U.S. and Canada. Metuchen, NJ: Scarecrow Press, 1978.

Irvine, Betty Jo. Sex Segregation in Librarianship: Demographic and Career Patterns of Academic Library Administrators. Westport, CN:Greenwood Press, 1985.

Lundy, Kathryn Renfro. Women View Librarianship: Nine Perspectives. Chicago: American Library Association, 1980.

Myers, Margaret & Mayra Scarborough, editors. " Women in Librarianship: Melvil's Rib Symposium." Proceedings of the Eleventh Annual Symposium. New Brunswick, N.J.: Bureau of Library and Information Science Research, Rutgers University Graduate School of Library Service, 1975.

Passet, Joanne Ellen. "Quest for a Profession: The Origins of Library Education in Indiana. PhD Thesis, Indiana University, 1988.

Shuter, Janet, editor. Women and Librarianship. Bradford, West Yorkshire, England: MCB University Press, 1984.

Taylor, Marion R. "Mobility and Professional Involvement in Librarianship" (in) The Status of Women in Librarianship, edited by Kathleen M. Heim. New York: Neil-Schuman Publishers, 1983, pp. 321-344.

University of Michigan, School of Library Science. Women in the Library Profession: Leadership Roles and Contributions. Ann Arbor, MI: University of Michigan, 1971.

Wall, Celia. "Self-Concept: An Element of Success in the Female Library Manager." Journal of Library Administration, Volume 6, Number 4, Winter 1985/86, pp. 53-65.

Weibel, Kathleen and Kathleen M. Heim, editors. The Role of Women in Librarianship, 1876-1976: The Entry, Advancement, and Struggle for Equalization in One Profession. Phoenix: Oryx Press, 1979.

Weingand, Darlene E., editor. Women and Library Management: Theories, Skills,a nd Values. Ann Arbor, MI: Pierian Press, 1982.

XXI

WOMEN IN SOCIAL SERVICE ADMINISTRATION

Austin, Carol D., et al. "Experiences of Women as Social Welfare Administrators." Social Work, Volume 30, Mar/Apr 1985, pp. 173-179.

Chafetz, Janet Saltzmen. "Women in Social Work." Social Work, Volume 17, September 1972, pp. 12-19.

Cherniss, Cary. Professional Burnout in Human Service Organizations. New York: Praeger, 1980.

Curlee, M.B. & F.B. Raymond. "The Female Administrator: Who Is She?" Administration in Social Work, Volume 2, Number 3, Fall 1978, pp. 307-318.

Dominelli, Lena. Feminist Social Work.. Houndmills, Basingstoke, Hampshire: Macmillan; New York: New York University Press, 1989.

Ezell, H.F. & C.A. Odewahn. "An Empirical Inquiry of Variables Impacting Women in Management in Public Social Science Organizations." Administration in Social Work, Volume IV, Number 4, Winter 1980, pp. 53-70.

Fanshel, D. "Status Differentials: Men and Women in Social Work. Social Work, Volume 21, 1975, pp. 448-454.

Hanlan, M.S. "Women in Social Work Administration: Current Role Strains." Administration in Social Work, Volume I, Number 1, 1977, pp. 259-265.

Hanmer, Jalna. Women and Social Work: Towards a Woman-centered Practice. Chicago, IL: Lyceum Books, 1989.

Haynes, Karen S. Women Managers in Human Services. New York: Springer Publishing Co., 1989.

Haynes, Karen S. "Sexual Differences in Social Work Administrators' Job Satisfaction." Journal of Social Service Research, Spring/Summer Volume 6, Number 3-4, 1983, pp. 57-74.

Kerson, Toba. "Strategies for Success: Women in Social Service Administration." Administration in Social Work, Fall, 1979, pp. 313-326.

Kravetz, Diane & Katherine L. Pollock. "Experiences of Women as Social Welfare Administrators." Social Work Number 30, Mar/Apr. 1985, pp. 173-179.

Kravetz, D. & C.D. Austin. "Women's Issues in Social Service Administration." Administration in Social Work, Volume VIII, Number 4, Winter 1984, pp. 25-38.

Kunkel, Dale, editor. Sexual Issues in Social Work: Emerging Concerns in Education and Practice. Honolulu: University of Hawaii, School of Social Work, 1979.

Maccoby, Eleanor R., editor. The Development of Sex Differences. Stanford, CA: Stanford University Press, 1966.

Marchant, Helen & Betsy Wearing, editors. Gender Reclaimed:Women in Social Work. Sydney, NSW: Hale & Iremonger, 1986.

Pugh, Joanne, editor. Nonprofit Management Skills for Women Mangers. San Francisco, CA: Public Management Institute, 1980.

Scotch, C. Bernard. "Sex Status in Social Work: Grist for Women's Liberation." Social Work, Volume 16, July 1971, pp. 5-12.

Sibley, D. "Invisible Women? The Contribution of the Chicago School Social Service Administration to Urban Analysis." Environment and Planning, Volume 22, June 1990, pp. 733-745.

WOMEN PROFESSIONALS IN MEDIA SERVICES

Abrahamson, Phyllis Leslie. Sob Sister Journalism. New York: Greenwood Press, 1990.

Beasley, Maurine Hoffman. The First Women Washington Correspondents. Washington: George Washington University, 1976.

Beasley, Maurine Hoffman. "Pens and petticoats: The Story of the First Washington Women Correspondents." DAI 35/09A, 1974, p. 6085.

CARIMAC. Women and Media Decision-making in the Caribbean. CARIMAC/Unesco Seminar, September 28-30, 1981, Kingston, Jamaica.

Consumers' Association of Penang. Abuse of Women in the Media. Penang, Malaysia: Consumers' Association of Penang, 1982.

Craft, Christine. Too Old, Too Ugly, and Not Deferential to Men. Rocklin, CA: Prima Pub. and Communications, 1988.

Crean, S.M. Newsworthy: The Lives of Media Women. Toronto, Canada: Stoddart, 1985.

Edwards, Julia. Women of the World: THe Great Foreign Correspondents. Boston: Houghton Mifflin, 1988.

Fox, Margery Q. Power and Piety. "Women in Christian Science." DAI/34/07B, 1973, p. 3060.

Gallagher, Margaret. Unequal Opportunities: The Case of Women and the Media. Paris: Unesco Press, 1981.

Gelfman, Judith Schlein. "Women in Television News: The On-Air Woman Newscaster in New York." DAI 35/04A, 1974, p. 2209.

Goldreich, Gloria. What Can She Be? A Newscaster. New York: Lothrop, Lee & Shepard, 1973.

Harris, Betty Clayton. The Role of Women on Indiana Newspapers, and in Other Media, 1876-1976. Muncie, IN: Woman's Press Club of Indiana, 1977.

Holly, Susan Marie. Women in Weekly Newspaper Management. Bloomington, IN:Center for New Communications, School of Journalism, Indiana University, 1978.

Jakes, John. Great Women Reporters. New York: Putnam, 1969.

Jelinek, Mariann. "Career Management and Women." (in) Women, Communication, and Careers, edited by Marianne Grewe-Partsch and Gertrude J. Robinson, New York: Saur Publishing, Inc. 1980.

Logie, Iona R. "Careers for Women in Journalism: A Personnel Study of 881 Women Experienced as Salaried WRiters in Journalism, Advertising, Publicity, and Promotion. PhD dissertation, Columbia University, ADD, 1939.

McLendon, Winzola. Don't Quote Me: Washington Newswomen and the Power Society. New York: Dutton, 1970.

Paisner, Daniel. The Imperfect Mirror: Inside Stories of Television Newswomen. New York: Morrow, 1989.

Ogan, Christine L. "On Their Way to the Top? Men and Women Middle-Level Newspaper Managers." Paper presented at the 62nd Annual Meeting of the Association for Education in Journalism, Houston, Texas, August 5-8, 1979.

Pokrywczynski, James and John Crowley. "Job Satisfaction Among Women in Advertising." AEIMC Convention, 1988.

Ross, Ishbel. Ladies of the Press. New York: Arno Press, 1974.

Rouse, Ewart. "Women Dominate Ad Field: Hiring Trend Reflects Nature of Work Force," *Yakima Herald Republic, June* 15, 1986, p. E#

Sanders, Marlene. Waiting for Prime Time: The Women of Television News. Urbana: University of Illinois Press, 1988.

Schlipp, Madelon Golden. "Great Women of the Press. Carbondale: Southern Illinois University Press, 1983.

Soderlund, Walter C. "Gender in Canadian Local Television News: Anchors and Reporters." Journal of Broadcasting & Electronic Media. Volume 33, Spring 1989, pp. 187-196.

Theus, Kathryn T. "Gender Shifts in Journalism and Public Relations." Public Relations Review, Volume 11, Spring 1985, pp. 42-50.

Whittaker, Susan. "Relative Effectiveness of Male and Female Newscasters." Journal of Broadcasting. Volume 20, Spring 1976, pp. 177-184

XXIII

WOMEN IN THE LEGAL PROFESSIONS

Abramson, Jill. Where They Are Now: The Story of the Women of Harvard Law 1974. Garden City, NY: Doubleday, 1986.

Brown, Drollene P. Belva Lockwood Wins Her Case. Niles, IL: A Whitman, 1987.

Chester, Ronald. Unequal Access: Women Lawyers in a Changing America. South Hadley, MA: Bergin & Garvey Publishers, 1985.

Continuing Legal Education. Women and Rainmaking: The Secrets and Skills of Client Development. Boston, MA: Continuing Legal Education, 1990.

Couric, Emily, editor. Women Lawyers: Perspectives on Success. New York, NY: Law & Business/Harcourt Brace Jovanovich, 1984.

Davis, Mary Lee. Women in the Legal Professions. Minneapolis, MN: T.S. Denison, 1976.

Epstein, Cynthia Fuchs. Women in Law. Garden City, NY: Anchor Press/Doubleday, 1983.

Epstein, C. F. "Women Lawyers and Their Profession: Inconsistency of Social Controls and Their Consequence for Professional Performance." (in) The Professional Woman edited by A. Theodore, Cambridge, MA: Schenkman, 1971, pp. 669-684.

Feiden, Karyn. Negotiating Time: New Scheduling Options in the Legal Profession. San Francisco, CA: New Ways to Work, 1986.

Fenten, D.X. Ms.-Attorney. Philadelphia: Westminster Press, 1974.

Goldreich, Gloria. What Can She Be? A Lawyer. New York: Lothrop, Lee & Shepard Co, 1973.

Grossblat, Martha & Bette H. Sikes. Women Lawyers: Supplementary Data to the 1971 Lawyer Statistical Report. Chicago: American Bar Foundation, 1973.

International Federation of Women Lawyers. Souvenir Album on the Occasion of the 15th Convention of the International Federation of Women Lawyers, Tehran, Iran, April 8-14, 1969.

Jack, Rand. Moral Vision and Professional Decisions: The Changing Values of Women and Men Lawyers. New York: Cambridge University Press, 1989.

Kenvin, Helene Schwartz. Lawyering. New York: Farrar, Straus and Giroux, 1976.

McHugh, Mary. Law and the New Woman. New York: Watts, 1975.

Morello, Karen Berger. The Invisible Bar: The Woman Lawyer in America, 1638 to the Present. Boston: Beacon Press, 1988.

Morello, Karen Berger. The Invisible Bar: The Woman Lawyer in America, 1638 to the Present. New York: Random House, 1986.

National Commission on the Role of Fillipino Women. San Miguel, Manila, Philippines: National Commission on the Role of Filipino Women, 1982.

New Jersey Supreme Court. Task Force on Women in the Courts: Report of the First Year. Newark, NJ: The Task Force, 1984.

Stover, Robert V. Making it and Breaking it: The Fate of Public Interest Commitment During Law School. Urbana, IL: University of Illinois Press, 1989.

Thielens, Wagner. The Socialization of Law Students: a Case Study in Three Parts. New York, NY: Arno Press, 1980.

Warsaw, Janine N., editor. Women Trial Lawyers: How They Succeed in Practice and in the Courtroom. Englewood Cliffs, NJ: Prentic-Hall, 1987.

Swiger, Elinor Porter. Women Lawyers at Work. New York: Messner, 1978.

XXIV

WOMEN ENGINEERS AND SCIENTISTS

---- "Surveying Metalworking's Gender Gap." Tooling & Production, Volume 52, September 1986, pp. 59-60-.

Abir-Am, Pnina G. & Dorinda Outram, editors. Uneasy Careers and Intimate Lives: Women in Science, 1789-1979. New Brunswick: Rutgers University Press, 1987.

Ainley, Marianne Gosztonyi, editor. Despite the Odds: Essays on Canadian Women and Science. Montreal: Vehicule Press; Buffalo, NY: U.S. distributor, University of Toronto Press, 1990.

Armstrong, Sue. "Female Circumcision: Fighting a Cruel Tradition." New Scientists, Volume 129, February 2, 1991, pp. 42-47.

Arnold, Lois. Four Lives in Science: Women's Education in the Nineteenth Century. New York, NY: Schocken Books, 1984.

Asbrand, Deborah. "Women in Engineering Serve as Role Models to Fight Image of Male-dominated Profession." EDN, Volume 31, May 15, 1986, pp. 271-275.

Attas, Isabelle. "Women's Work. Engineering (London, England), Volume 229, September 1989, pp. 51-53.

BEST COPY AVAILABLE

Baum, Eleanor. "Recruiting and Graduating Women: The Underrepresented Student." IEEE Communications Magazine, Volume 28, December 1990, pp. 47-50.

Bailyn, L. "Experiencing Technical Work: A Comparison of Male and Female Engineers.' Human Relations, Number 40, 1987, pp. 299-312.

Berchtold, Gladys Beaman (interview). ASTM Standardization News, Volume 14, January, 1986, pp. 26-30.

Brown, J.M. "A Woman in the World of Engineering." IEEE Transactions on Education, Volume E-18, 1975, pp. 3-10.

Bugliarello, George et al, editors. Women in Engineering: Bridging the Gap Between Society and Technology. Chicago, IL: University of Illinois at Chicago Circle, 1972.

Chen, Katherine T. "A Canny Manager of Boeing's Electronics R & D.: IEEE Spectrum, Volume 27, September, 1990, pp. 44-45.

Cole, J. R., and H. Zuckerman. "Marriage, Motherhood and Research Performance in Science." Scientific American, February 1987, pp. 119-125.

Committee on the Education and Employment of Women in Science and Engineering, office of Scientific and Engineering Personnel, National Research Council. Climbing the Ladder: An Update on the Status of Doctoral Women Scientists and Engineers. Washington, DC: National Academy Press, 1983.

Crane, Janet G. "Women in the Industry." Tappi Journal, Volume 71, July 1988, pp. 46-52.

David, Deborah Sarah. "Career Patterns and Values: A Study of Men and Women in Science and Engineering." Thesis, Columbia University, 1971.

Denning, John. "The Hazards of Women's Work." New Scientist, Volume 105, January 17, 1985, pp. 12-15.

Dresselhaus, Mildred S. "Women Graduate Students." Physics Today, Volume 39, June 1986, pp. 74-75.

Erickson, Judith. "Women in the Workplace." Professional Safety, Volume 32, February 1987, pp. 30-37.

Fitzpatrick, J.L. & T. Silverman. "Women's Selection of Careers in Engineering: Do Traditional-Nontraditional Differences Still Exist? Journal of Vocational Behavior, Number 34, 1989, pp. 266-278.

Freeman, Joan. A Passion for Physics: Memoirs of a Woman Physicist. Bristol, England; Philadelphia, PA: A Hilger, 1991.

Fritz, Ann. "Problems of Women Managers." Machine Design, Volume 60, September 8, 1988, pp. 109-112.

Gardner, R.E. "Women in Engineering: The Impact of Attitudinal Difference: On Educational Institutions." Engineering Education, Number 67, pp. 233-240.

Ginzberg, Eli. Technology and Employment: Concepts and Clarifications. Boulder: Westview Press, 1986.

Goff, Alice Charlotte. Women Can be Engineers. Youngstown, OH, 1946.

Grady, Judith R. "Bridging the Gender Gap." IEEE Spectrum, Volume 21, November 1984, pp. 87-88.

Grondin, Deirdre. "Research, Myths and Expectations: New Challenges for Management Educators." Journal of Business Ethics (Netherlands), Volume 9, Number 4,5, Apr/May 1990, pp. 369-372.

Haas, Violet B. et al, editors. Women in Scientific and Engineering Professions. Ann Arbor, MI: University of Michigan Press, 1984.

Hacker, Sally. Pleasure, Power, and Technology: Some Tales of Gender, Engineering, and the Cooperative Workplace. Boston: Unwin Hyman, 1989.

Harmon, Margaret. Ms. Engineer. Philadelphia, PA: Westminster Press, 1979.

Helson, R. "Women Mathematicians and the Creative Personality." Journal of Consulting and Clinical Psychology, Number 36, 1971, pp. 210-220.

Henriques, Nikki. "Women in Computing: Escape From the Female Ghetto." New Scientist, Volume 103, August 9, 1984. Volume 103, pp. 17-19.

Herzenberg, Caroline L. Women Scientists from Antiquity to the Present: An Index. West Cornwall, CT: Locust Hill Press, 1986.

Honig, Jack. Women and IT." ComputerData (Canada), Volume 14, Number 4, April 1989, pp. 1-2.

Howard, Jean Ross. A Salute to Women in Aerospace. Washington: U.S. Department of Transportation, Federal Aviation Administration, Office of General Aviation, 1976.

International Conference of Women Engineers and Scientists. Proceedings. Torino, Italy: AIDIA Secretariat, 1971.

Jagacinski, Carolyn M. "Engineering Careers: Women in a Male-Dominated Field." Psychology of Women Quarterly, Volume 11, 1987, pp. 97-110.

Jagacinski, C.M. & W.K. LeBold. "A Comparison of Men and Women Undergraduates and Professional Engineers." Engineering Education, Number 72, 1981, pp. 213-220.

Johnson, Maryfran. "Career Boosters for Women." Computerworld, Volume 24, Number 50, December 10, 1990, p. 95.

Kalindia, Uniya and Prasad Ram, editors. "Role of Women Scientsts in Social Transformation & Nation Building: Edited Abstract of Proceedings of the Seminar on Role of Women Scientsts in Social Transformation and Nation Building, New Delhi, April 27-28, 1988.

Keenan, Tony, Time Newton, & Chris Logue. "Sex Discrimination in Practice. Experiences of Female Professional Engineers." Electronics and Power, Volume 30, November/December 1984, pp. 882-884.

Kosheleva, [illegible]. Women in Science. [translated from the Russian by Frances Longman]. Moscow: Progress Publishers, 1983.

Langbein, Laura Irwin. Profile of IEEE Women Members: Their Salaries, Demographics, Attitudes Toward the Workplace, and Professional Status. New York, NY: The Institute of Electrical and Electronics Engineers.

Lankford, John and Rickey L. Slavings. "Gender and Science: Women in American Astronomy, 1855-1940." Physics Today, Volume 43, March 1990, pp 58-65.

Lewis, Patricia. "No Escape From Sexist Science." New Scientist, Volume 113, March 19, 1987, p. 58.

Manthorpe, Catherine. "Feminists Look at Science." New Scientist, Volume 105, March 7, 1985, pp. 29-31.

Mascone, Cynthia Fabian. "Engineering a Two-Career Lifestyle." Chemical Engineering, Volume 95, September 12, 1988, pp. 101-102.

McAfee, N. "Brighter Prospects for Women in Engineering." Engineering Education, Number 64, 1974, pp. 23-25.

McIlwee, Judith Samson. Women in Engineering: Gender, Power,a nd Workplace Culture. Albany, NY: State University of New York Press, 1992.

McLane, Helen J. "Listen, Please!" Chemtech, Volume 14, October 1984, pp. 584-586.

Meyer, J.H. "Influence of Alumni Careers and Students' Educational Pathways on Animal Science Undergraduate Teaching Programs." Journal of Animal Science, Volume 68, Number 10, October 1990, pp. 3056-3068.

Michel, Jean. Women in Engineering Education. Paris: Unesco, 1988.

Musella, Marianne A. "What Women Engineers Want--What Women Engineers Can Do." Chemical Engineering, Volume 97, October 1990, pp. 207-208.

National Research Council. Committee on the Education and Employment of Women in Science and Engineering. "Women Scientists in Industry and Government: How Much Progress in the 1970's?" Washington, D.C." National Academy of Sciences, 1980.

National Research Council. Committee on the Education and Employment of Women in Science and Engineering. "Climbing the Academic Ladder: Doctoral Women Scientsts in Academe." Washington, D.c.:" National Academy of Sciences, 1979.

National Science Foundation. Women and Minorities in Science and Engineering. Washington: National Science Foundation, 1982.

Northrup, Herbert R. "Professional Women in R&D Laboratories." Research-Technology Management. Volume 31, Number 4, Jul/Aug, 1988, pp. 44-52.

Oliver, Mary Jo. Women in Non-Traditional Aviation and Space Careers: An Overview. Washington: Department of Transportation, Federal Aviation Administration, Office of Aviation Policy, 1979.

O-Maoldomhnaigh, Micheal & Vera Ni-Mhaolain. "The Perceived Expectation of the Administrator as a Factor Affecting the Sex of Scientists Drawn by Early Adolescent Girls. "Research-in-Science-and-Technological-Education, Volume 8, Number 1, 1990, pp. 69-74.

Ott, M.D. "Retention of Men and Women Engineering Students." Research in Higher Education, Number 9, 1978, pp. 127-150.

Palca, Joseph. "Women Left Out at NIH." Science, Volume 248, June 29, 1990, pp. 1601-1602.

Parrish, John B. "Women Continue to Rise in the Professions." Chemical Engineering Progress, Volume 84, January 1988, pp. 50-56.

Pearl, Amy, Martha E. Pollack and Eve Riskin. "Becoming a Computer Scientist." Communications of the ACM, Volume 33, November 1990, pp. 47-57.

Pepin, Lucie. "Women in the Workplace--Some Occupational Hazards." Professional Safety, Volume 31, January 1986, pp. 36-39.

Perrucci, Carolyn Cummings. The Female Engineer and Scientist: Factors Associated with the Pursuit of a Professional Career. Springfield, VA:National Technical Information Service, 1969.

Perrucci, C.C. "Minority Status and the Pursuit of Professional Careers. Women in Science and Engineering." Social Forces, Number 49, 1970, pp. 245-259.

Richter, Derek editor. Women Scientists: The Road to Liberation. London: Macmillan, 1982.

Rossi, A.S. "Barriers to the Career Choice of Engineering, Medicine, or Science Among American Women." (in) Readings on the Psychology of Women, edited by J.M. Bardwick. New York: Harper & Row, 1972, pp. 72-82.

Rossi, A.S. "Women in Science: Why So Few: "(in) Toward a Sociology of Women, edited by C. Safilios-Rothschild, Lexington, MA: Xerox Coll, 1972, pp. 141-153.

Rubin, Debra K. "Women Take on Construction (owners and executives)." Engineering News-Record, Volume 217, October 16, 1986, pp. 24-29.

Ruina, Edith. Women in Science and Technology: A Report on the Workshop on Women in Science and Technology. Cambridge, MA: MIT Press, 1973.

Setzer, Steven W. "Putting the Shoe on the Other Foot." ENR, Volume 225, August 2, 1990, p. 44C18.

Shelley, Suzanne. "Women Engineers: The Playing Field Isn't Level." Chemical Engineering, Volume 96, Number 12, December 1989, pp. 47-48.

Skeldon, Paul. "Who Wants to be and Engineer?" Process Engineering, Volume 72, January 1991, pp. 76-77.

Sloan, M.E. "Opportunities for Women in Engineering." IEEE Transactions on Education. Number E-18, 1975, pp. 1-2.

United States Congress/House Committee on Government Operations, Government Activities and Transportation Subcommittee. "Discrimination Against Blacks and Women at Federal Aviation Administration, Air Traffic Control Facility, O'Hare Airport: Hearing Before a Subcommittee of the Committee on Government Operations, House of Representatives, One Hundredth Congress." Washington, D.C.: U.S. Government Printing Office, 1988.

Veglahn, Nancy. Women Scientists. New York, NY: Facts on File, 1991.

Verheyden-Hilliard, Mary Ellen. Engineer from the Comanche Nation, Nancy Wallace. Bethesda, MD: Equity Institute, 1985.

Verheyden-Hilliard, Mary Ellen. Scientist and Astronaut, Sally Ride. Bethesda, MD:Equity Institute, 1985.

Verheyden-Hilliard, Mary Ellen. Scientist from Puerto Rico, Maria Cordero hardy. Bethesda, MD: Equity Institute, 1985.

Vetter, B.M. "Women Scientists and Engineers: Trends in Participation." Science, Number 214, 1981, pp. 1313-1321.

Voelcker, John. "An Engineering Manager Who Thrives on Challenge (Computer Society president-elect Helen Wood)." IEEE Spectrum, Volume 26, October 1989, pp. 39-42.

Voice, Isabel Perry. "Women Safety Manager Profiles and Success Factors." DAI 44/04A, p. 1187, 1983.

Wallsgrove, Ruth. "When Women Take Over." New Scientist, Volume 113, January 22, 1987, p. 58.

Walton, Anne. "Attitudes Toward Women Scientists." Chemtech, Volume 16, July 1986, pp. 396-401.

Wheal, Chris. "Leading Lady of the Left (Barbara Switzer)." The Engineer (London, England) Volume 271, December 13-27, 1990, p. 42.

White, M.S. "Psychological and Social Barriers to Women in Science." Science, Volume 170, Number 3956, 1970, pp. 413-417.

Yost, Edna. Women of Modern Science. Westport, CN: Greenwood Press, 1984.

Zahm, John Augustine. Woman in Science. Notre Dame, IN: University of Notre Dame Press, 1991.

Zientara, Marguerite. Women, Technology & Power: Ten Stars and the History They Made. New York, NY: AMACON, 1987.

Zuckerman, Harriet; Jonathan R. Cole and John T. Bruer, editors. The Outer Circle: Women in the Scientific Community. New York: Norton, 1991.

XXV

WOMEN IN PUBLIC ADMINISTRATION

Burns, Ruth Ann & Diane Rathbard Margolis. Women in Public Service. Prepared for the U.S. Department of Housing and Urban Development. Washington: Office of Policy Development and Research, 1980.

Daley, Dennis M. "Differing Perceptions Between Men and Women Over Personnel Management Practices: Gender-related Differences Among Iowa Public Employees." Public Personnel Management, Volume 13, Number 3, Fall 1984, pp. 345-354.

Duerst-Lahti, Georgia. "But Women Play the Game Too: Communication Control and Influence in Administrative Decision Making." Administration & Society, Volume 22, Number 2, August 1990, pp. 182-205.

Duerst-Lahti, Georgia. "Gender Power Relations in Public Bureaucracies." Doctoral dissertation, University of Wisconsin-Madison, 1987.

Fine, Marlene, G.; Fern L. Johnson, and M. Sallane Ryan. "Cultural Diversity in the Workplace." Public Personnel Management, Volume 19, Number 3, Fall 1990, pp. 305-310.

Gallas, Nesta M. "Women in Public Administration." Public Administration Review, Volume 36, July/August 1976.

Kranz, Harry. The Participatory Bureaucracy: Women and Minorities in a More Representative Public Service. Lexington, MA: Lexington Books, 1976.

Lacy, Gwynette Precia Ford. "An Evaluation of Attitudes Toward Women as Managers in a Government Setting." Doctoral Thesis, University of Wisconsin, Madison, 1979.

Leader, S.G. "The Policy Impact of Elected Women Officials." (in) The Impact of the Electoral Process, edited by L. Maisel & J. Cooper. Beverly Hills, CA: Sage, 1977.

Lepper, Mary M. "The Status of Women in the U.S., 1976: Still Looking for Justice and Equity." Public Administration Review, Volume 36, Number 4, July/August, 1976, p. 366.

Lopez-Lee, David. "Organizational Representatives; An Operational Imperative for the Personnel Function." Public Personnel Management, September-October, 1979, pp. 287-293.

Lovrich, Nicholas and Charles Jones." Affirmative Action, Women Managers and Performance Appraisal: Simultaneous Movement in Conflict Directions?" Review of Public Personnel Administration, Volume 3, Number 3, Summer 1983, pp. 3-20.

Lynn, Naomi B. and Richard E. Vaden. "Toward a Non-Sexist Personnel Opportunity Structure: The Federal Executive Bureaucracy." Public Personnel Management, July-August, 1979, pp. 209-215.

Neuse, Steven M. "Professionalism and Authority: Women in Public Service." Public Administration Review, Volume 38, Number 5, September/October 1978, pp. 436-441.

Rader, Martha H. "Evaluating a Management Development Program for Women." Public Personnel Management, May-June, 1979, pp. 138-145.

Riccucci, N.M. Women, Minorities, and Unions in the Public Sector. Contributions in Labor Studies, Number 28. Westport, CT: Greenwood Press, 1990.

Rubin, Marilyn Marks. "Women in ASPA: the Fifty-year Climb Toward Equality." Public Administration Review, Volume 50, March/April 1990, pp. 277-287.

Samuels, Catherine. The Forgotten Five Million: Women in Public Employment. New York: Women's Action Alliance, Inc. 1975.

Slack, James D. "Affirmative Action and City Managers: Attitudes Toward Recruitment of Women." Public Administration Review, Volume 47, Number 2, Mar/Apr, 198, pp. 198-206.

Van Wagner, Karen and Cheryl Swanson. "From Machiavelli to Ms.: Differences in Male-Female Power Styles," Public Administration Review, January-February, 1979, pp. 66-72.

XXVI

WOMEN IN FEDERAL ADMINISTRATION

Arvis, Paul F. "Factors Affecting the Recruitment and Advancement of Women to Managerial Positions in Federal Agencies." Doctoral Thesis, American University, 1973.

Association of American Foreign Service Women. A World of Difference: A Collection by American Foreign Service Women. Fairfax, VA: Association of American Foreign Service Women Writers' Group, 1987.

Calkin, Homer L. Women in American Foreign Affairs. Washington: Department of State, 1977.

Calkin, Homer L. Women in the Department of State: Their Role in American Foreign Affairs. Washington: Office of the Deputy Under Secretary for Management., 1978.

Graebner, W. "Uncle Sam Just Loves the Ladies: Sex Discrimination in the Federal Government, 1917." Labor History Volume 21, Number 1, Winter 1979-80, pp. 75-85.

Gunas, Peter J. III. "The Department of Labor's Glass-ceiling Initiative." Employment Relations Today, Volume 17, Winter 1990-91, pp. 277-280.

Harrison, Pat. American Women of Achievement. New York: Chelsea House, 1991.

Howard, Lawrence. "Civil Service Reform: A Minority and Women's Perspective." Public Administration Review. Volume 38, Number 4, July/August 1978, pp. 305-308.

Hutton, Joseph Bernard. Women in Espionage. New York: Macmillan, 1972.

Kellough, J. Edward. "Federal Agencies and Affirmative Action for Blacks and Women." Social Science Quarterly, Volume 71, March, 1990, pp. 83-92.

Kellough, J. Edward. "Integration in the Public Workplace: Determinants of Minority and Female Employment in Federal Agencies." Public Administration Review. Volume 50, September/October 1990, pp. 557-566.

Lewis, Gregory B. "Gender and Promotions: Promotion Chances of White Men and Women in Federal White-collar Employment." The Journal of Human Resources, Volume 21, Summer 1986, pp. 406-419.

Lewis, Gregory B. "Race, Sex, and Supervisory Authority in Federal White-Collar Employment," Public Administration Review, Volume 46, January/February 1986, pp. 25-30.

Lewis, Gregory B. "Progress Toward Racial and Sexual Equality in the Federal Civil Service." Public Administration Review, Volume 48, May/June 1988, pp. 700-707.

Long, James E. "Employment Discrimination in the Federal Sector.: Journal of Human Resources, Volume 11, Number 7, Winter 1976, pp. 86-97.

Newsom, David D. "Relationship Between US Diplomats and Foreign Policy and the Media." Gannett Center J. Volume 3, Fall 1989, pp. 175-187.

Skurzynski, Gloria. Safeguarding the Land: Women at Work in Parks, Forests, and Rangelands. New York: Harcourt Brace Jovanovich, 1981.

Steeward, Debra. "Women in Top Jobs: An Opportunity for Federal Leadership." Public Administration Review, Volume 36, July/August 1976, pp. 357-364.

Taylor, Patricia A. "Income Equality in the Federal Civilian Government.: American Sociological Review, Volume 44, June 1979, pp. 468-479.

U.S. Civil Service Commission. Study of Employment of Women in the Federal Government, 1974.

United States Congress/House Committee on Government Operations-Government Activities and Transportation Subcommittee. "Discrimination Against Blacks and Women at Federal Aviation Administration, Air Traffic Control Facility, O'Hare Airport: Hearing before a subcommittee of the Committee on Government Operations, House of Representatives, One Hundredth Congress, second session, June 20, 1988. Washington:United States Government Printing Office, 1988.

Walther, Regis H. Orientations and Behavioral Styles of Foreign Service Officers. New York: Carnegie Endowment for International Peace, 1965.

"Washington State Task Force on Gender and Justice in the courts." Final Report of the Washington State Task Force on Gender and Justice in the Courts. Olympia, WA: Office of the Administrator for the courts, 1989,

XXVII

WOMEN IN STATE ADMINISTRATION

Briley, K.D. Status of Women in Kentucky State Agencies. Frankfort: Legislative Research Commission, 1972.

Carroll, Susan J. "The Recruitment of Women for Cabinet-level Posts in State Government: A Social Control Perspective." The Social Science Journal, Volume 21, January 1984, pp. 91-107.

Gerrard, Meg, June Oliver, & Martha Williams. "Women in Management: Proceedings of the Conference Women and Men, Colleagues in Management? The University of Texas at Austin, May 16-17, 1975." Austin, TX: Center for Social Work Research, School of Social Work University of Texas at Austin, 1976.

Governor's Commission on the Status of Women. A Statistical Survey of Vermont Women in Five Areas of Leadership: State Government, Education, Banking, and Insurance, Judiciary, Health. Montpelier, VT: Governor's Commission on the Status of Women, State of Vermont, 1985.

Gutek, B.A., C.Y. Nakamura, M. Gahart, J.W. Handschumacher & D. Russell. "Sexuality in the Workplace." Basic and Applied Social Psychology, Volume 1, 1980, pp. 255-265.

Gutek, B.A. & V. Dunwoody. "Understanding Sex in the Workplace," (in) Women and Work: An Annual Review, edited by A.H. Stromberg, L. Larwood, & B.A. Gutek, Volume 2, Newbury Park, CA: Sage Publications, 1987, pp. 249-269.

Harrison, A. Women in Kentucky State Government, 1940-1980. Frankfort: State Library, 1981.

Hildebrandt, Herbert William. A Managerial Profile: The Woman Manager. Ann Arbor, MI: Division of Research, Graduate School of Business Administration, University of Michigan, 1985.

Johnson, Alicia. "New York State is Finding Jobs for Women." Management Review, Volume 77, May 1988, p.8.

Kentucky Legislative Research Commission. Salary Differentials Between Men and Women in Kentucky State Government. Frankfort: Kentucky Legislative Research Commission, 1983.

Kleeman, Katherine E. "Women in State Government: Looking Back, Looking Ahead. The Journal of State Government, Sep/Oct 1987, pp. 199-203.

Lacy, Gwynette Precia Ford. "An Evaluation of Attitudes Toward Women As Managers in a Government Setting." DAI 41/09A, p. 4116, 1979.

Mohapatra, Manindra, et al. "Public Service Values of Women and Minority Public Administrators: An Empirical Study of Kentucky State Public Managers. Paper presented at the Annual Meeting of the Indiana Academy of Social Sciences, Bloomington, Indiana, October 5, 1990.

Moore, G. "Women in the Ol-boy Network: The Case of Ne York State Government (in) Power Elites and Organizations edited by G.W. Domhoff, & T.R. Dye. Sage Focus Editions, Volume 20, Newbury Park, CA: Sage Publications, 1987, pp. 63-84.

Radin, Beryl A. "Leadership Training for Women in State and Local Government." Public personnel Management, Volume 9, March/April 1980, pp. 52-57.

Rehfuss, John A. "A Representative bureaucracy: Women and Minority Executives in California Career Service." Public Administration Review, Volume 46, September/October 1986, pp. 454-460.

Rizzo, Ann-Marie. "Patterns of Person-group Relationships for Female and Male Mid-Level Managers in Three Governmental Agencies. DAI 36/10A, p. 6950, 1974.

Ross, Cynthia and Robert England. "State Governments' Sexual Harassment Policy Initiatives." Public Administrative Review, Volume 47, Number 3, May/June 1987, pp. 259-262.

Sigelman, Lee. "The Curious Case of Women in State and Local Government." Social Science Quarterly, Volume 56, Number 4, March 1976, pp. 591-604.

Williams, Almario Duclo. "State Administrators' Attitudes Toward the Political Environment: The Impact of Gender." Mai 27/04, p. 459, 1989.

BEST COPY AVAILABLE

Williams, M. Lee. "Gender Differences and Public Sector Managers: Women's Perceptions of Equality in State Government." Paper presented at the International Communication Association Convention, Dublin, Ireland, June 24-28, 1990.

Young & Company, Arthur. A Comparable Worth Study of State of Michigan Job Classifications. Lansing: Office of Women and Work, Michigan Department of Labor, 1981.

XXVIII

WOMEN IN LOCAL ADMINISTRATION

Burns, R.A. Women in Municipal Management. Urban Data Service Report, Volume 12, Number 2, February 1980, pp. 1-12.

Cayer, N. Joseph. "Minorities and Women in Sate and Local Governments: 1973-75." Public Administration Review, Volume 40, September/October 1980, p. 446.

Coyle, Angela. "The Limits of Change: Local Government and Equal Opportunities for Women." Public Administration, Volume 67, Spring 1989, pp. 39-50.

Edson, S.K. Pushing the Limit: The Female Administrative Aspinamt. Albany: SUNY, 1988.

EEOC, Minorities and Women in State and Local Government 1975, Volume 1: United States Summary. Washington, DC: Government Printing Office, 1977.

Grant, J. "On How I Chose to Become a Feminist Planner." Town Planning Quarterly, Volume 62, Number 20, March 1981, pp.

Holley, Leta F. "Women in Executive and Managerial Positions in Omaha, Nebraska." Doctoral Thesis, University of Colorado, 1960.

Kaplan, Jane Rachel. "Sexism in Planning: A Woman Examines a Man's perception of Planning." Practical Planner, Volume 8, Number 3, September 1978, pp. 35-37.

Nduom, Papa Kwesi. "Women in Municipal Management: Milwaukee Municipal Work Force." DAI 44/10A, 1982, p. 269.

Saltzstein, Alan and Grace Saltzstein. "The Reality of Equal Employment Compliance in Municipalities." State and Local Government Review, Volume IX, Number 3, September 1977, pp. 80-84

Shaul, Marnie S. "The Status of Women in Local Governments: An International Assessment." Public Administration Review, Volume 42, November/December 1982, pp. 491-500.

Sigelman, Lee. "The Curious Case of Women in State and Local Government." Social Science Quarterly, Volume 57, March 1976, pp. 591-604.

Slack, J.D. "Affirmative Action and City Managers: Attitudes Toward Recruitment of Women." Public Administration Review, Volume 47, Number 2, March/April 1987, pp. 199-206.

Welch, Susan et al. "Correlates of Women's Employment in Local Governments." Urban Affairs Quarterly, Volume 18, June 1983, pp. 551-564.

XXIX

WOMEN PROFESSIONALS IN HEALTH CARE SYSTEMS

American Medical Association. Maternity Leave for Residents. Chicago, IL: American Medical Association, 1984.

Bernstein, Anne E. Women Treating Women: Case material from Women Treated by Female Psychoanalysts. New York, NY: International Universities Press, 1984.

Blackwell, Elizabeth. Pioneer Work in Opening the Medical profession to Women: Autobiographical Sketches. New York, NY: Schocken Books, 1977.

Bowman, Marjorie A. Stress and Women Physicians. New York, NY: Springer-Verlag, 1985.

Caplovitz, David. Student-faculty Relations in Medical School: A Study of Professional Socialization. New York, NY: Arno Press, 1980.

Carlton, Wendy. "In Our Professional Opinion...": The Primacy of Clinical Judgment Over Moral Choice. Notre Dame, IN: University of Notre Dame Press, 1978.

Christ, Louis W.A.C. Medical Students' Socialization Before and While at Medical School with particular Reference to Career Choice Changes. Ottawa: Carlton University, 1971.

Davies, Gaye. "Managing Organizational Change: Strategies for the Female Health Care Supervisor." Health Care Supervisor, Volume 8, Number 4, July 1990, pp. 9-14.

Dempsey-Polan, Laura. "Women: Once and Future Leaders in Health Administration." Hospital and Health Services Administration, Volume 33, Number 1, Spring 1988, pp. 89-98.

DeMund, Mary. Women Physicians of Colorado. Denver, CO: Range Press, 1976.

Gardner, Elizabeth. "Information Bridge-Builder." Modern Healthcare, Volume 19, Number 52, December 29, 1989, p. 58.

Gill, Thelma. "Women as Managers: Implications for Occupational Therapy." British Journal of Occupational Therapy, Volume 49, Number 12, December 1986, pp. 385-388.

Greene, Carol. Elizabeth Blackwell, First Woman Doctor. Chicago, IL: Childrens Press, 1991.

Gulabacanda, Santabai. Sanganyajoge/Atmakathana. Pune: Srividya Prakasana, 1988.

Haas, Jack. Becoming Doctors: The Adoption of a Cloak of Competence. Greenwich, CN: JAI Press, 1987.

Hamilton, Jane Meier. Survival Skills for the New Nurse. Philadelphia, PA: Lippincott, 1986.

Hardy, Margaret E. Role Theory: Perspectives for Health Professionals. New York, NY: Appleton-Century-Crosts, 1978.

Jacox, Ada Kathryn. "The Nurse's Cap: A Case Study of Administrator - Nurse Conflict." DAI 31/06A, 1969, p. 3056.

Kang, Gay E. A Social-evolutionary Investigation of Factors Affecting Female Employment in the Medical profession. East Lansing, MI: Michigan State University, 1983.

Leserman, Jane. Men and Women in Medical School: How They Change and How They Compare. New York, NY: Praeger, 1981.

Lorber, Judith. Women Physicians: Careers, Status, and Power. New York, NY: Tavistock Publications, 1984.

Moldow, Gloria. Women Doctors in Gilded-Age Washington: Race, Gender, and Professionalization. Urbana, IL: University of Illinois Press, 1987.

Myers, Loretta C. Socialization of Neophyte Nurses. Ann Arbor, MI: UMI Research Press, 1982.

Nebel, Diane. "Women in Environmental Health; Where They Have Been and Where They are Today." Journal of Environmental Health, Volume 52, September/October, 1988, pp. 24-25.

Ott, Mary Diederich. Women's participation in First-Professional Degree Programs in Medicine, Dentistry, Veterinary Medicine, and Law, 1969-70 Through 1974-75. Washington, DC: U.S. Dept. of Health, Education, and Welfare, Education Division, National Center for Education Statistics, 1976.

Parker, Beulah. The Evolution of a Psychiatrist: Memoirs of a Woman Doctor. New Haven: Yale University Press, 1987.

Perrone, Bobette. Medicine Women, Curanderas, and Women Doctors. Norman, OK: University of Oklahoma Press, 1989.

Sanders, H.R., J.M. Barnes, J.M. duPlessis, A.G. Muller, and J.E. Mostert. "Aspects of Work of Women Medical Doctors in the Cape Province. A Preliminary Investigation." S. Afr. Med. Journal, Volume 78, Number 10, November 17, 1990, pp. 598-602.

Schmalenberg, Claudia. Coping with Reality Schock: The Voices of Experience. Wakefield, MA: Nursing Resources, 1979.

Schmude, Judy G. "The Gender Factor in Hospital Administration: An Analysis of the Relationship of the Strength of Attitudes Toward Women in Hospital Administration." DAI 45/02A, 1983, p. 373.

Shapiro, Eileen & Leah M. Lowenstein, editors. Becoming a Physician: Development of Values and Attitudes in Medicine. Cambridge, MA: Ballinger Publishing Co, 1979.

Shepherd, Marvin Dean. "Analysis of Practice Patterns, Stereotyping of Women as Managers and Perceptions of Women in Pharmacy by Men and Women Pharmacy School Graduates." DAI 42/01B, 1980, p. 151.

Shuval, Judith T. Entering Medicine: The Dynamics of Transition: A Seven Year STudy of Medical Education in Israel. Oxford, NY: Pergamon Press, 1980.

Simpson, Ida Harper. From Student to Nurse: A Longitudinal Study of Socialization. New York, NY: Cambridge University Press, 1979.

Smith, Elizabeth. A Woman With a Purpose: The Diaries of Elizabeth Smith, 1872-1884. Toronto; Buffalo: University of Toronto Press, 1980.

Steinsholt, I.M, E. Rygh & J. Thesen. "Women Physicians. Developmental Tendencies in Specialization and Career Patterns." Tidsskr-Nor-Laegeforen, Volume 110, Number 25, October 20, 1990. pp. 3255-3259.

Vertinsky, Patricia A. The Eternally Wounded Woman: Women, Doctors, and Exercise in the Late Nineteenth Century. New York, NY: St. Martin's Press, 1990.

Walsh, Mary Roth. "Doctors Wanted, No Women Need Apply": Sexual Barriers in the Medical Profession, 1835-1975. New Haven: Yale University Press, 1977.

Wehl, Yaakov. House Calls to Eternity: The Story of Dr. Selma Wehl, Heroine of Medical Practice and Torah living. Brooklyn, NY: Mesorah Publications, 1987.

XXX

WOMEN SOCIAL SCIENTISTS

Bell, Colin. "The SSRC: Restructured and Defended," (in) Social Researching: Politics, Problems, Practice, edited by Colin Bell and Helen Roberts, London; Boston: Routledge & K. Paul, 1984.

Bowman, Kathleen. New Women in Social Sciences. Mankato, MN: Creative Education; Chicago: Childrens Press, 1976.

Collins, H.M. "Researching Spoonbending," (in) Social Researching: Politics, Problems, Practice, edited by Colin Bell and Helen Roberts, London: Routledge and K. Paul, 1984.

Deegan, Mary Jo, editor. Women in Sociology: A Bio-Bibliographical Sourcebook, Lincoln, Nebraska: Greenwood Press, 19--.

Finch, Janet. "It's Great to Have Someone To Talk to," (in) Social Researching: Politics, Problems, Practice, edited by Colin Bell and Helen Roberts, London: Routledge and K. Paul, 1984.

Fitzpatrick, Ellen F. Endless Crusade: Women Social Scientists and Progressive Reform. New York: Oxford University Press, 1990.

Frankenberg, Ronald. "Incidence or incidents: Political and Methodological Underpinnings of a Health Research Process in a Small Town," (in) Social Researching: Politics, Problems, Practice, edited by Colin Bell and Helen Roberts, London: Routledge and K. Paul, 1984.

Graham, Hilary. "Surveying Through Stories," (in) Social Researching: Politics, Problems, Practice, edited by Colin Bell and Helen Roberts, London: Routledge and K. Paul, 1984.

Hamer, Jalna and Diana Leonard. "Negotiating the Problem: The DHSS and Research on Violence in Marriage," (in) Social Researching: Politics, Problems, Practice, edited by Colin Bell and Helen Roberts, London: Routledge and K. Paul, 1984.

Harding, Sandra. Feminism and Methodology: Social Science Issues. Bloomington, IN: Indiana University Press, 1987.

James, Nicky. "A Postscript to Nursing," (in) Social Researching: Politics, Problems, Practice, edited by Colin Bell and Helen Roberts, London: Routledge and K. Paul, 1984.

Jenkins, Richard, "Bringing it All Back: An Anthropology in Belfast," (in) Social Researching: Politics, Problems, Practice, edited by Colin Bell and Helen Roberts, London: Routledge and K. Paul, 1984.

Platt, Jennifer. "The Affluent Worker Re-Visited," (in) Social Researching: Politics, Problems, Practice, edited by Colin Bell and Helen Roberts, London: Routledge and K. Paul, 1984.

Roberts, Helen. "Putting the Show on the Road," (in) Social Researching: Politics, Problems, Practice, edited by Colin Bell and Helen Roberts, London: Routledge and K. Paul, 1984.

Wright, Charles Robert. "The Effect of Training in Social Research on the Development of Professional Attitudes, New York: Arno Press, 1980.

STRATEGIES OF SUCCESS FOR WOMEN MANAGERS AND PROFESSIONALS

American Association of University Women. Women On Their Way: Career Women in Massachusetts. Boston: AAUW, 1979.

Bern, Paula. How to Work for a Woman Boss, Even if You'd Rather Not. New York: Dodd, Mead, 1987.

Berryman-Fink, Cynthia & Virginia Eman Wheeless. "Effects of Attitudes Toward Women and Women in Management on Perceived Communication Competencies of Women Managers." Paper presented at the Annual Meeting of the Western Speech Communication Association, Seattle, WA, February 18-21, 1984.

Bhaghat, R. and M. Chassie. "Determinants of Organizational Commitment in Working Women: Some Implications for Organizational Integration." Journal of Occupational Behavior, Number 2, 1981, pp. 17-30

Bohigian, Valerie. Ladybucks. New York, NY: Dod, Mead, 1987.

Brothers, Joyce. The Successful Woman: How You Can Have a Career, a Husband, and a Family -- and Not Feel Guilty About It. New York: Simon and Schuster, 1988.

Brownell, Judi. "Perceptions of Effective Listeners: A Management Study." Journal of Business Communication, Volume 27, Number 4, Fall 1990, pp 401-415.

Cannings, Kathleen and Claude Montmarquette. "Managerial Momentum: A Simultaneous Model of the Career Progress of Male and Female Managers." Industrial and Labor Relations Review, Number 44, January 1991, pp. 212-228.

Carr-Ruffino, Norma. The Promotable Woman: Becoming a Successful Manager. Belmont, CA: Wadsworth Publishing Co., 1985.

Catalyst Staff. Upward Mobility. New York: Holt, Rinehard and Winston, 1982.

Cole, Diane. Hunting the Headhunters: A Woman's Guide. New York: Simon & Schuster, 1988.

Collins, Eliza G.C. "Dearest Amanda--": An Executive's Advice to Her Daughter. New York: Harper & Row, 1984.

Collins, Nancy W. Women Leading: Making Tough Choices on the Fast Track. Lexington, MA: S. Greene Press, 1988.

Cooper, Cary L. Practical Approaches to Women's Career Development: A Report on the Conference at St. Hugh's College, Oxford, on September 16-17, 1981. Moorfoot, Sheffield: Training Services, Manpower Services Commission, 1983.

Crain, Sharie. Taking Stock: A Woman's Guide to Corporate Success. Chicago: Regnery, 1977.

Crowley, Mary C. Women Who Win. Old Tappan, NY: F.H. Revell Co., 1979.

Darwent, Charles. "New Girls' Networks." Management Today (UK) January 1990, pp. 68-69.

Dunlap, Jan. Personal and Professional Success for Women. Englewood Cliffs, NJ: Prentice-Hall, 1972.

Fenn, Margaret. Making It In Management: A Behavioral Approach for Women Executives. Englewood Cliffs, NJ: Prentice-Hall, 1978.

Fields, Suzanne. "Flirting with the Feminist Mystique." Business Month, Volume 136, Number 5, November 1990, pp. 11-12.

Fogarty, Michael Patrick. Women and Top Jobs: The Next Move. London: P.E.P., 1972.

Foxworth, Jo. Boss Lady: An Executive Woman Talks About Making It. New York: Crowell, 1978.

Foxworth, Jo. Wising Up: The Mistakes Women Make in Business and How to Avoid Them. New York, NY: Delacorte Press, 1980.

Garland, H. & K.H. Price. "Attitudes Toward Women in Management and Attributions for Their Success and Failure in a Managerial Position." Journal of Applied Psychology, Number 62, 1977, pp. 29-33.

Garland, Howare, Karen F. Hale and Michael Burnson. "Attributions for the Success and Failure of Female Managers: A Replication and Extension." Psychology of Women Quarterly, Volume 7, Winter 1982, pp. 155-162

Gervais, Pamela Erickson, Pam Holsinger, & Kamala Bremer. "Advancement of Women's Careers in Public Service." Paper presented at the women in the Year 2000 Conference, Portland, OR, September 1986.

Grewe-Partsch, Marianne and Gertrude J. Robinson, editors. Women, Communication, and Careers. Munchen, New York: K.G. Saur, 1980.

Gummer, Burton. "The Organization Woman: Poor Copy or Catalyst for Change?" Administration in Social Work, Volume 14, Number 3, 1990, pp. 111-129.

Haccoun, D.M., R.R. Haccoun & G. Sallay. "Sex Differences in the Appropriateness of Supervisory Styles: A Nonmanagement View." Journal of Applied Psychology, Number 63, 1978, pp. 124-127.

Halcomb, Ruth. Women Making It: Patterns and Profiles of Success. New York: Atheneum, 1979.

Heilman, M.E. & R.A. Guzzo. "The Perceived Causes of Work Success as a Mediator of Sex Discrimination in organizations." Organizational Behavior and Human Performance, Number 21, 1978, pp. 346-357.

Hersh-Cochran, Mona S. Executive Women in the Dallas/Fort Worth Metroplex: Significant Problems and Successful Strategies. Denton, TX: Department of Business and Economics, Texas Woman's University, 1987.

Higginson, M. Valliant. The Ambitious Woman's Guide to a Successful Career. New York, NY: AMACOM, 1980.

Highman, Edith L. The Organization Woman: Building a Career--An Inside Report. New York, NY: Human Sciences Press, 1985.

Hoy, Judith. "Skills of Women Needed at the Top." Executive Excellence, Volume 7, Number 6, June 1990, pp. 14-15.

Hunsaker, Johanna. Strategies and Skills for Managerial Women. Cincinnati, OH: South-Western Publishing Co., 1986.

Ilich, John. Successful Negotiating Skills for Women. Reading, MA: Addison-Wesley, 1981.

Jensen, Marlene. Women Who Want to be Boss: Business Revelations and Success Strategies From America's Top Female Executives. Garden City, NY: Doubleday, 1987.

Keown, C.F. & A.L. Keown. "Success Factors for Corporate Women Executives." Group and Organization Studies, Number 7, 1982, pp. 445-456.

Kerr, Susan "Trying to Maintain a Breakneck Pace." Datamation, Volume 33, October 15, 1987, p. 131.

Korabik, Karen and Roya Ayman. "Should Women Managers Have to Act Like Men?" Journal of Management Development (UK), Volume 8, Number 6, 1989, pp. 23-32.

Kushell, E. & R. Newton. "Gender, Leadership Style, and Subordinate Satisfaction: An Experiment." Sex Roles, Volume 14, Number 3/4, 1986, pp. 203-209.

Larwood, Laurie & Mindy Kaplan. "Job Tactics of Women in Banking." Group and Organization Studies. Volume 5, Number

Larwood, Laurie & Mindy Kaplan. "Job Tactics of Women in Banking." Group and Organization Studies. Volume 5, Number 1, March 1980, pp. 70-78.

Levins, Marjorie R., et al. Women Achievers: A Series of Dialogues From the Womanagement Process. New York: American Telephone and Telegraph Co., 1977

Loden, M. Feminine Leadership or How To Make it in Business Without Being One of the Boys. New York: Times Book, 1985.

Long, Bonita C. "Relation Between Coping Strategies, Sex-Types Traits and Environmental Characteristics: A Comparison of Male and Female Managers." Journal of Counseling Psychology, Volume 37, Number 2, April 1990, pp. 185-194.

Loring, Rosalind K. Breakthrough: Women into Management. New York: Van Nostrand Reinhold Co., 1972.

McKeen, Carol A. Work Experiences and Career Success of Managerial and Professional Women. Kingston, Ont.: Queen's University, School of Business, Research Program, 1990.

Mead, Margaret et al. Women Achievers: A Series of Dialogues from the Womanagement Process. New York: American Telephone and Telegraph Co., 1978.

Melia, Jinx. Breaking into the Boardroom: When Talent and Hard Work Aren't Enough. New York: Putnam, 1987.

Mitchell, Charlene. The Extra Edge: Success Strategies for Women: A Woman's Guide to Total Professional Style. Washington, D.C.: Acropolis Books, 1983.

Morrison, Ann M. Randall P. White and Ellen Van Velsor. "Executive Women: Substance Plus Style." Psychology Today, Volume 21, Number 8, August 1987, pp. 18-26.

Nelton, Sharon and Karen Berney. "Women: The Second Wave -- Billion-Dollar Women." Nation's Business, Volume 75, Number 5, May 1987, p. 24.

Newton, Derek A. Think Like a Man, Act Like a Lady, Work Like a Dog. Garden City, NY: Doubleday, 1979.

North, Susann. Traveling Alone: A Practical Guide for Businesswomen. New York: Sovereign Books, 1980.

Northcutt, Cecilia Ann. Successful Career Women: Their Professional and Personal Characteristics. New York: Greenwood Press, 1991.

Osborn, R.N. and W.M. Vicars. "Sex Stereotypes An Artifact in Leader Behavior and Subordinates Satisfaction Analysis." Academy of Management Journal, Volume 19, September, 1976, pp. 439-449.

Patrick, Patricia Ann. "An Investigation of the Progress and Problems of Women in Managerial Positions in Businesses and Other Institutions in the New Orleans Area." Doctoral Thesis, University of Mississippi, 1979.

Paterson, Judith. Be Somebody: A Biography of Marguerite Rawalt. Austin, TX: Eakin Press, 1986.

Peskin, Dean B. Womaning: Overcoming Male Dominance on Executive Row. Port Washington, NY: Ashley Books, 1982.

Peters, L.H., J.R. Terborg, & J. Taynor. "Women As Managers Scale: A Measure of Attitudes Toward Women in Management Positions." JSAS Catalog of Selected Documents in Psychology, Volume 4, Number 27, Ms. 585, 1974.

Petty, M.M. & N.S. Brunning. "A Comparison of Relationships Between Subordinates' Perceptions of Supervisory Behavior and Measures of Subordinates;' Job Satisfaction for Male and Female Leaders." Acad. Mgmt. J., Number 23, 1980, pp. 717-725.

Pilotta, Joseph J., editor. Women in Organizations: Barriers and Breakthroughs. Prospect Heights, IL: Waveland Press, 1983.

Post, Linda Currey. "View From the Top: Women Executives in Communication." Communication World, Volume 4, Number 3, February 1987, pp. 17-19.

Powell, Gary N. and D. Anthony Butterfield. "The 'Good Manager': Did Androgyny Fare Better in the 1980s?" Group and Organization Studies, Volume 14, Number 2, June 1989, pp. 216-233.

Rice, R.W., L.R. Bender & A.G. Vitters. "Leader Sex, Follower Attitudes Toward Women and Leadership Effectiveness: A Laboratory Experiment." Organizational Behavior and Human Performance, Volume 25, 1980, pp. 46-78.

Rich-McCoy, Lois. Late Bloomer: Profiles of Women Who Found Their True Calling. New York: Harper & Row, 1980.

Rizzo, Ann-Marie. The Integration of Women in Management: A Guide for Human Resources and Management Development Specialists. New York: Quorum Books, 1990.

Rose, Suzanna editor. Women's Careers: Pathways and Pitfalls. New York: Praeger, 1988.

Rossman, Marge. When the Headhunter Calls: A Guide for Women in Management." Chicago: Contemporary Books, 1981.

Royal CBS Publishing editor. Success Secrets: How Eighteen Everyday Women Became Fortune Builders and Famous Speakers. Glendora, CA: Royal CBS Pub., 1978.

Rynes, S. & B. Rosen. "A Comparison of Male and Female Reactions to Career Advancement Opportunities." Journal of Vocational Behavior, Number 22, 1983, pp. 105-116.

Sandroff, Ronni. "Action Plan for Success." Working Woman, Volume 14, Number 10, October 1989, pp. 106-112.

Scollard, Jeannette Reddish. No-Nonsense Management Tips for Women. New York: Simon & Schuster: Pocket Books, 1983.

Shockley-Zalabak, Pamela; Constance Courtney and Donald Dean Morley. "The Female Professional: Perceived Communication Proficiencies as Predictors of Organizational Advancement." Human Relations, Volume 41, July 1988, pp. 553-567.

Skinner, Zenobia Middleton. "Impact, Influence,a nd perception of Networking Among Women Employees in the Commonwealth of Kentucky. "MAI 27/04, 1989, p. 459.

Slaney, R.B. & M. Caballero. "Changing Male Attitudes Toward Women's Career Development: An Exploratory Study." Journal of Counseling Psychology, Volume 30, 1983, pp. 126-129.

Smith, Kenwyn K., Valerie M. Simmons, & Terri B. Thames. "Fix the Women." Journal of Applied Behavioral Science, Volume 25, Number 1, 1989, pp. 11-29.

Spruell, Geraldine R. "Making It, Big Time--Is It Really Tougher for Women?" Training and Development Journal, Volume 39, Number 8, Aug 1985, pp. 30-33.

Stanford, Susan M. "Attitudes Towards Women: Critical Background Predictors and the Effect of a Managerial Development and Feminist Awareness Seminar. Thesis, Northwestern University,

Stashow, Gloria. Careers in Management for the New Woman. New York: F. Watts, 1978.

Stewart, Nathaniel. The Effective Woman Manager: Seven Vital Skills for Upward Mobility. New York: Wiley, 1978.

Terborg, J.R. & P. Shingledecker. "Employee Reactions to Supervision and Work Evaluation as a Function of Subordinate and Manger Sex." Sex Roles, Volume 9, Number 7, 1983, pp. 813-824.

Tomkeiwicz, J. & O.C. Brenner. "Organizational Dilemma: Sex Differences in Attitudes Toward Women Held by Future Managers." Personnel Administrator, Number 277, 1982, pp. 62-65.

Treuille, Beverly Benz. Managing It All: Time-Saving Ideas for Career, Family, Relationships & Self. New York: MasterMedia, 1988.

Warihay, P.D. "The Climb to the Top: Is the Network the Route for Women?" Personnel Administrator, Volume 25, Number 4, 1980, pp. 55-69.

Wilkes, Mary. The Women's Edge. Marimac Publishing, 1985.

XXXII

EMPOWERMENT OF WOMEN MANAGERS AND PROFESSIONALS

Arroba, Tanya and Kim James. "Are Politics Palatable to Women Managers? How Women Can Make Wise Moves at Work." Women in Management Review (UK), Volume 3, Number 3, 1988, pp. 123-130.

Bookman, Ann & Sandra Morgen, editors. Women and the Politics of Empowerment. Philadelphia: Temple University Press, 1988.

Bools, Barbara. Power Failure: Why Women said "no" to Top Management Positions - Six Inside Stories to Help Others Say "Yes". New York: St. Martin's press, 2989.

Brass, Daniel J. "Men's and Women's Networks: A Study of Interaction Patterns and Influence in an Organization." Academy of Management Journal, Volume 28, Number 2, 1985, pp. 337-343.

Champion, Donald L. "A Comparison of Men and Women Managers on preferences for Organizational Conflict Management." Doctoral Thesis, Florida State University, 1979.

Chusmir, Leonard, H. and Barbara Parker. "Dimensions of Need for Power: Personalized vs. Socialized Power in Female and Male Managers." Sex Roles Volume 11, November 1984, pp. 759-769.

Cockburn, C. Machinery of Dominance: Women, Men and Technical Know-how. London: Pluto press, 1985.

Cohen, Sherry Suib. "Beyond Macho -- The Power of Womanly Management." Working Woman, Volume 14, Number 2, February 1989, pp. 77-81.

Cohen Sherry Suib. Tender Power: A Revolutionary Approach to Work and Intimacy. Reading, MA: Addison-Wesley, 1988.

Cutmore-Smith, Julya. "Exploring the Dark: Women, Power and Work." Equal Opportunities International (UK) Volume 5, Number 3/4, 1986, pp. 32-35.

Davis, Andrea R. "Power Players: Ten Afro-American Women in the Corporate World." Essence Magazine, Volume 20, March 1990, p. 71.

Dexter, C.R. "Women and the Exercise of Power in organizations: From Ascribed to Achieved Status." (in) Women and Work 1: An Annual Review edited by L. Larwood, A.H. Stromberg, and B.A Gutek, Beverly Hills, CA: Sage Publications, 1985, pp. 239-258.

Duane, Michael J. "Sex Differences in Styles of Conflict Management." Psychological Reports, Volume 65, Number 3, Pt. 1, December 1989, pp. 1033-1034.

Fagenson, Ellen A. "Perceived Masculine and Feminine Attributes Examined as a Function of Individuals' Sex and Level in the Organizational Power Hierarchy: A Test of Four Theoretical Perspectives." Journal of Applied Psychology, Volume 75, Number 2, April 1990, pp. 204-211.

Fairhurst, G.t. & B.K. Snavely. "Majority and Token Minority Group Relationships: Power Acquisition and Communication." Academy of Management Review, Number 8, 1983, pp. 292-300.

Hearn, Jeff & Wendy Parkin.Sex at Work: The Power and Paradox of Organization Sexuality. New York: St Martin's Press, 1987.

Hirschowitz, R. The Power Motive and Its Expression in a Group of English-speaking South African Women." Pretoria: Human Sciences Research Council, 1986.

Jacobson, Aileen. Women in Charge: Dilemmas of Women in Authority. New York, NY: Van Nostrand Reinhold, 1985.

Kapalka, George M. and Juliana R. Lachenmeyr. "Sex-role Flexibility, Locus of Control, and Occupational Status." Sex-Roles, Volume 19, Number 7-8, October 1988, pp. 417-427.

Kipnis, D., S. Schmidt, & I. Wilkinson. "Intraorganizational Influence Tactics: Explorations in Getting One's Way." Journal of Applied Psychology, Number 65, 1980, pp. 440-452.

Mainiero, L.A. "Coping with Powerlessness: The Relationship of Gender and Job Dependency to Empowerment Strategy Usage." Administrative Science Quarterly, Volume 31, 1986, pp. 633-653.

McCall, Ava Louise. "Learning to Teach: Women's Struggle for Empowerment." Doctoral Thesis, Indiana University, 1987.

Miller, Patricia M. Powerful Leadership Skills for Women. Shawnee Mission, KS: National Press Publications, 1988.

Pickering, Tonya H. and Brian H. Kleiner. "Women: Power and Advancement." Equal Opportunities International (UK), Volume 8, Number 3, 1989, pp. 24-27.

Ragins, B.R. & E. Sundstrom. "Gender and Power in Organizations: A Longitudinal Perspective, Psychological Bulletin, Number 105, 1989, pp. 51-88.

Ragins, Belle Rose. "Power and Gender Congruency Effects in Evaluations of Male and Female Managers." Journal of Management. Volume 15, Number 1, March 1989, pp. 65-76.

Ragins, B.R. "Power and Leadership Effectiveness: A Study of Subordinate Evaluations of Male and Female Leaders." Doctoral dissertation: University of Tennessee, 1987.

Salancik, G.R. & J. Pfeffer. "The Bases and Use of Power in organizational Decision Making: The Case of a University." Administrative Science Quarterly. Number 19, 1974, pp. 453-473.

Salancik, G.R. & J. Pfeffer. "Who Gets Power - and How They Hold On To It: A Strategic Contingency Model of Power." Organizational Dynamics, Volume 5, Number 3, 1977, pp. 3-21.

Sheppard, D. "Sexuality and Social Construction of Organizational Power: The Image and Self-image of Women Managers." (in) Sexuality in the Organization, edited by J. Hearn, G. Burrell, D. Sheppard, & P. Tancred-Sheriff. London:Sage, 1989, pp. 139-157.

Smith, E.L. & M. Grenier. "Sources of Organizational Power for Overcoming Structural Obstacles." Sex Roles, Number 8, 1982, pp. 733-746.

St. Yves, A. F. Contant, M. H. Freeston, J. Huard, et al. "Locus of Control in Women Occupying Middle-Management and Nonmanagement Positions." Psychological Reports, Volume 65, Number 2, October 1989, pp. 483-486.

Suojanen, Waino W. Tricia Working, Jane S. Goldner, Kelley Ort and Sherrie Cribbs. "The Emergence of the Type E Woman." Business, Volume 37, Number 1, Jan/Feb/Mar 1987, pp. 3-7.

Tewari, Harish C. "A Study of Women Managers Need for Achievement, Affiliation, and Power." DAI 39/05A, 1977, p. 3040.

Thompson, M.E. "Sex Differences: Differential Access to Power or Sex Role Socialization?: Sex Roles, Number 7, 1981, pp. 413-424.

Tremain, Elizabeth J. Evelene: The Troubleshooter was a Lady. Lincoln, NE: Foundation Books, 1985.

Wiley, M.G. & A. Eskilson. "The Interaction of Sex and Power Base on Perceptions of Managerial Effectiveness." Academy of Management Journal, Number 25, 1982, pp. 671-677.

Winsor, Jerry L. "Sex and Power in the Office: An Overview of Gender and Executive Power Perceptions in Organizations." (in) Professional Communication in the Modern World: Proceedings of the 31st Southeast Convention of the American Business Communication Association, Hammond, LA, April 1984.

XXXIII

STRESS MANAGEMENT AND MANAGERIAL WOMEN

Adkinson, Judith A. "Promoting Women in Educational Administration: A Case Study of Conflict and Stress." Administrator's Notebook, Volume 27, Number 5, pp. 1-4, 1978.

Bartol, K.M. & M.S. Wortman, Jr. "Sex of Leader and Subordinate to Role Stress: A Field Study." Sex Roles, Volume 5, 1979, pp. 513-518.

Bowman, Marjorie A. Stress and Women Physicians. New York: Springer-Verlag, 1990.

Bromet, E.J.et al. "Epidemiology of Depression and Alcohol Abuse/Dependence in a Managerial and Professional Work Force. Journal of Occupational Med., Volume 32, Number 10, October 1990, pp. 989-995.

Chusmir, Leonard H. and Victoria Franks. "Stress and the Woman Manager." Training & Development Journal, Volume 42, Number 10, October 1988, pp. 66-70.

Cooper, C. & M.J. Davidson. High Pressure. Working Lives of Women Managers. Glasgow: Fontanta, 1982.

Davidson, J. J. & C.L. Cooper. "Occupational Stress in Female Managers. A Comparative Study." Journal of Management Studies, Volume 21, Number 2, 1984, pp. 185-205.

Davidson, M.J. & C.L. Cooper. Stress and the Woman Manager. Oxford: Martin Robertson, 1983.

Etzion, Dalia. "Burning Out in Management: A Comparison of Women and Men in Matched Organizational Positions. Special Issue: Women in Israel. Israel Social Science Research, Volume 5, Number 1-2, 1987, pp. 147-163.

Frankenhaeuser, Marianne et al. "Stress On and Off the Job As Related to Sex and Occupational Statue in White-Collar Workers." Journal of Organizational Behavior (UK) Volume 10, Number 4, October 1989, pp. 321-346.

Hantrais, Linda. Managing Professional and Family Life: A Comparative Study of British and French Women. Aldershot, Hants, England; Brookfield, VT., USA: Dartmouth, 1990.

Jacobs, Nehama and Sarah Hardesty. "Why Some Women are Dropping Out." Management Review, Volume 76, Number 6, June 1987, pp. 61-63.

Jick, Todd D. and Linda F. Mitz. "Sex Differences in Work Stress." Journal of Library Administration, Volume 7, Number 1, Spring 1986.

Johnson, Maryfran. "Life in IS: Women Under Glass." Computerworld, Volume 24, Number 49, December 3, 1990, pp. 93-95.

LaRosa, Judith J. "Executive Women and Health: Perceptions and Practices. American Journal of Public Health, Volume 80, December 1990, pp. 1450-1454.

Lee, Valerie. Pregnancy in the Executive Suite. McAllen, TX: Success Publications, 1988.

Nelson, D.L. & J.C. Quick. "Professional Women: Are Distress and Disease Inevitable?" Academy of Management Review, Volume 10, 1985, pp. 206-218.

Nelson, Debra L. & James C. Quick. "Men and Women of the Personnel Profession: Some Differences and Similarities in Their Stress." Stress Medicine, Volume 5, Number 3, July-September 1989, pp. 145-152.

Nivens, Maryruth K. "Handling Conflict and Stress (Women as Their Own Worse Enemies)." Paper presented at Up the Managerial Ladder, a Conference for Women, Montgomery, AL < November 2, 1979.

Orodenker, Sylvia Z. "Family Caregiving in a Changing Society: The Effects of Employment on Caregiver Stress." Family and Community Health, Volume 12, Number 4, February 1990, pp. 58-70.

Parasuraman, S. & M. Cleek. "Sex Versus Job Role: A Study of Role Stressors, Stress Reactions, and Coping Among Managers." Eastern Academy of Management Proceedings, 1-4, 1982.

Pendergrass, Virginia E. & Nancy M. Ostrove. "A Survey of Stress in Women in Policing." Journal of Police Science and Administration, Volume 12, September 1984, pp.303-309.

Pharr, Ann E. "Effects of Stress on Women Managers in Washington, D.C." DAI 49/11A, 1988, p. 3502.

Smith, Frances B. "Stemming the Exodus of Women Managers." Credit, Volume 16, Number 2, Mar/Apr 1990, pp. 28-29.

Smith, Kenneth et al. "Stress in AWSCPA Members." The Women CPA, July 1989, pp. 26-29.

Spilman, M.A. "Gender Differences in Worksite Health Promotion Activities. Special Issues; Worksite Health Promotion." Social Science and Medicine, Volume 26, Number 5, 1988, pp. 525-535.

XXXIV

MANAGERIAL TRAINING FOR WOMEN PROFESSIONALS

Ahn, Kenneth & Michelle Saint-Germain. "Public Administration Education and the Status of Women." American Review of Public Administration, Volume 18, Number 3, September 1988, pp. 297-307.

Alban Metcalfe, Beverly. "What Motivates Managers: An Investigation by Gender and Sector of Employment." Public Administration, Number 67, Spring 1989, pp. 95-108.

Ashburn, Elizabeth Alexander. "Influences and Motivations for Black and White Women to Attain Positions in a Male-dominated Profession." Thesis, University of New York at Buffalo, 1979.

Ashridge Management College. Employee Potential: Issues in the Development of Women. London: Institute of Personnel Management, 1980.

Barbee, Margaret S. "Skill Assessment and Training for Women Managers." DAI 37/12B, 1976, p. 6386.

Bartol, K.M. "Relationship of Sex and Professional Training Area to Job Orientation." Journal of Applied Psychology, Volume 61, 1976, pp. 368-370.

Bem, Sandra L. & Daryl J. Bem. "Training the Woman to Know Her Place: The Power of a Nonconscious Ideology." (in) Women's Role in Contemporary Society, 1972, pp. 101-115.

Berryman-Fink, Cynthia and Charles B. Fink. "Optimal Training for Opposite-sex Managers." Training and Development Journal, Volume 39, Number 2, February 1985, pp. 27-29.

Berryman-Fink, Cynthia. "Perceptions of Women's Communication Skills Related to Managerial Effectiveness." Paper presented at the Annual Meeting of the Communication Language and Gender Conference, Athens, OH, October 1982.

Blanksby, Margaret. "In Their Own Words: The Clues to How to Develop Women Managers." Women in Management Review (UK), Volume 3, Number 2, 1987, pp. 71-77.

Brandt, Ronald S. "Coaching and Staff Development: Readings from Educational Leadership. Alexandria, VA: Association for Supervision and Curriculum Development, 1989.

Brown, M. Helen. "Women's Centres: Relationships Between Values and Action." Journal of Management Studies, Volume 27, Number 6, November 1990.

Buchanan, Estill. "The Growing Opportunities for Women in Management.: Management Review, Volume LVII, Number 8, September 1968, p. 62.

Burrow, Martha G. Developing Women Managers: What Needs To Be Done? New York: AMACOM, 1978.

Burrow, M.G. "Women-A Worldwide View of Their Management Development Needs," A special report to AMA members, New York: America Management Association, 1976.

Chanana, Karuna, editor. Socialization, Education, and Women: Explorations in Gender, Identity. New Delhi: Orient Longman, 1988.

Chusmir, Leonard H. "Job Commitment and the Organizational Woman." Academy of Management Review, Volume 7, Number 4, 1982, pp. 595-602.

Crawford, Jacquelyn S. Women in Middle Management: Selection, Training, Advancement, Performance. Ridgewood, NJ: Forkner Publishing Corporation., 1977.

Feuer, Dale. "How Women Manage." Training, Volume 25, Number 8, August 1988, pp. 23-31.

Fonda, Nickie. "Single-Sex vs. Mixed-Sex Training." Journal of European Industrial Training (UK) Volume 10, Number 7, 1986, pp. 28-33.

Gomez-Mejia, Luis R. & David B. Balkin. "Can Internal Management Training Programs narrow the Male-Female Gap in Managerial Skills?" Personnel Administrator, Volume 25, Number 5, May 1980, pp. 77-83.

Gordon, F. and M. Strober, editors. Bringing Women into Management. New York: McGraw-Hill, 1975.

Gordon, Francine E. Perspectives on Bringing Women into Management. Menlo Park, CA: Stanford Research Institute, 1976.

Hammond, Valerie. "Management Training for Women." Journal of European Industrial Training (UK), Volume 10, Number 7, 1986, pp. 15-22.

Hennig, M. "Career Development for Women Executives." PhD Dissertation, Harvard University, 1971.

Jacklin, C.N. & E.E. Maccoby. "Sex Differences and Their Implications for Management." (in) Bringing Women into Management, edited by F. Gordon and M. Strober. New York: McGraw-Hill, 1975, pp. 23-38.

Lavoie, Dina. "Formal and Informal Management Training Programs for Women in Canada: Who Seems to be Doing a Good Job?" Journal of Business Ethics (Netherlands) Volume 9, Number 4,5, Apr/May 1990, pp. 377-383.

Lockheed, M.E. & K.P. Hall. "Conceptualizing Sex as a Status Characteristic: Applications to Leadership Training Strategies." Journal of Social Issues, Summer 1976, pp. 111-124.

Loughran, Tim. "Corning Tries to Break the Glass Ceiling." Business & Society Review, Number 76 Winter 1991, pp. 52-55.

Manning, Marilyn Jakad. Leadership Skills for Women. Los Altos, CA: Crisp Publications, 1989.

McLane, H.S. Selecting, Developing and Retaining Women Executives. New york: Van Nostrand, 1980.

Miner, J.B. "Motivational Potential for Upgrading Among Minority and Female Managers." Journal of Applied Psychology, Volume 62, 1977, pp. 691-692.

Miner, J.B. "Motivation to Manage Among Women: Studies of Business Managers and Educational Administrators." Journal of Vocational Behavior, Volume 5, 1974, pp. 197-208.

Moses, Joel C. "Indoctrination as a Female Political Role in the Soviet Union." Comparative Policies, Volume VIII, Number 4, July 1976, pp. 525-547.

Nowak, Margaret J. and Steven Ward. "Determinants of Women's Career Aspirations." Equal Opportunities International (UK) Volume 8, Number 6, 1989, pp. 1-6.

Parasuraman, Saroj and Magid Igbaria. "An Examination of Gender Differences in the Determinants of Computer Anxiety and Attitudes Toward Microcomputers Among Managers." International Journal of Man Machine Studies, Volume 32, Number 3, Mar 1990, pp. 327-340.

Parikh, Indira J. Management Training: Mixed Groups or Single SEx Groups. Ahmedabad, India: Indian Institute of Management,

Parrish, J.B. "Top Level Training of Women in the United States, 1900-1960." J. Nat. Assoc. Women Deans & Couns., Volume 25, 1962, pp. 76-83.

Radin, Beryl. "Leadership Training for Women in State and Local Government." Public Personnel Management, Volume IX, Number 2, March/April 1980, pp. 55-58.

Reavley, Martha. "Who Needs Training: Women or Organizations?" Journal of Management Development (UK) Volume 8, Number 6 1989, pp. 55-60.

Rothfeld, Rae. "Women in Management: Can Education Fill the Gap?" (in) Women and Management: An Expanding Role edited by D.O. Jewell, Atlanta, GA: Georgia State University Publishing Services Division, 1977.

Rothwell, Sheila. "Management Courses and Women." Ergonomics, Volume 27, Number 5, May 1984, pp. 547-556.

Schner, Joy A. & Frieda Reitman. "Effects of Employment Gaps on the Careers of M.B.A.'s: More Damaging for Men Than for Women?" Academy of Management Journal, Volume 33, Number 2, 1990, pp. 391-406.

Shockley, P.S. & C.M. Stanley. "Women in Management Training Programs: What They Think About Key Issues." Public Personnel Management, Number 9, 1980, pp. 214-224.

Solomon, E.E., R.C. Bishop, & R.K. Bresser. "Organizational Moderators of Gender Differences in Career Development: A Facet Classification." Journal of Vocational BEhavior, Volume 29, 1986, pp. 27-41.

Smith, Mike et al. A Development Programme for Women in Management. Aldershop, Hampshire, England; Brookfiled, VT. USA: Gower, 1984.

Staley, Constance C. and Pamela Schockley-Zabalak. "Communication Proficiency and Future Training Needs of the Female Professional: Self-Assessment vs. Supervisors' Evaluations," Human Relations, Volume 39, 1986, pp. 891-902.

Stern, Barbara B. "Women in Managerial Roles: AN Innovative Course for Women Marketing Students." Journal of Education for Business, Volume 61, Number 3, December 1985, pp. 128-131.

Steward, Nathaniel. The Effective Woman Manager: Seven Vital Skills for Upward Mobility. New York: John Wiley, 1978.

Toyne, Marguerite C. "Woman's Career Path to Management Through Effective Communication." Journal of Business Communication, Volume 15, Number 1, ????, pp. 19-28.

United States Women's Bureau. College Women Seven Years After Graduation: Resurvey of Women Graduates - Class of 1957. Washington, D.C., 1966.

Waling, Ann Marie Britt. "An Analysis of Labor Force Experience and Market Work Commitment of Women Interested in Management Training." Doctoral Thesis, Purdue University, 1979.

Walt, D.E. "The Motivation for Women to Work in high-Level Professional Positions." Unpublished doctoral dissertation, American University, 1962.

Wexler, Judie G. and Vicki Quinn. "Considerations in the Training and Development of Women Sergeants." Journal of Police Science and Administration, Volume 13, Number 2, June 1985, pp. 98-105.

Wheeless, Virginia Eman, & Cynthia Berryman-Fink. "Perceptions of Women Managers and Their Communicator Competencies." Communication Quarterly, Volume 33, Number 2, Spring 1985, pp. 137-147.

Wilcox, John. "Mommy Track, Daddy Track." Training and Development Journal, Volume 43, Number 9, Sept. 1989, pp. 12-14.

XXXV

MENTORING THE WOMEN MANAGERS AND PROFESSIONALS

Barnier, L.A. "A Study of the Mentoring Relationship: An Analysis of its Relation to Career and Adult Development in Higher Education and Business." Dissertation Abstracts International, Volume 42, Number 7-A, 1982, pp. 3012-3013.

Berry, P. "Mentors for Women Managers: Fast-track to Corporate success." Supervisor Management, Volume 28, Number 8, 1983, pp. 36-40.

Bowen, D.D. "Were Men Meant to Mentor Women?" Training and Development Journal, Volume 39, Number 2, 1985, pp. 31-34.

Collins, Nancy W. Professional Women & Their Mentors: A Practical Guide to Mentoring for the Woman Who Wants to Get Ahead. Englewood Cliffs, NJ: Prentice-Hall, 1983.

Cook, M.F. "Is the Mentor Relationship Primarily a Male Experience?" The Personnel Administrator. Volume 24, Number 11, 1979, pp. 82-86.

Fitt, L.W. & D.A. Newton. "When the Mentor is a Man and the Protegee is a Woman." Harvard Business Review, Number 59, 1981, pp. 56-60.

Hunt, D.M. & C. Michael. "Mentorship: A Career Development Training Tool." Academy of Management Review, Number 8, 1983, pp. 475-485.

Lean, E. "Cross-Gender Mentoring-Downright Upright and Good for Productivity." Training and Developmental Journal, Volume 37, Number 5, 1983, pp. 60-65.

McNeer, Elizabeth J. "The Mentoring Influence in the Careers of Women ARL Directors." Journal of Library Administration, Volume 9, Number 2, 1988.

Mcneer, Elizabeth J. "The Role of Mentoring in the Career Development of Women Administrators in Higher Education." PhD Dissertation, The Ohio State University, 1981, pp. 14-39.

Missirian, A. K. The Corporate Connection: Why Women Need Mentors to Reach the Top." Englewood Cliffs, NJ: Prentice-Hall, 1982.

Missirian, A.K. "The Process of Mentoring in Career Development of Female Managers." PhD Dissertation, University of Massachusetts, 1980.

Noe, Raymond A. "Women and Mentoring: A Review and Research Agenda." Academy of Management Review, Volume 13, Number 1, 1988, pp. 65-78.

Phillips, Linda Lee. "Mentors and Proteges: A Study of the Career Development of Women Managers and Executives in Business and Industry, Thesis, University of California, Los Angeles, 1977.

Ragins, B.R. "Barriers to Mentoring: The Female Manager's Dilemma." Human Relations, Number 42, 1989, pp. 1-22.

Riley, S. & D. Wrench. "Mentoring Among Women Lawyers." Journal of Applied Social Psychology, Number 15, 1985, pp. 374-386.

Schrader, E.M. "Personality Characteristics of the Woman-to-woman Mentor in the Career Area." Dissertation Abstracts International, Volume 42, Number 1-B, 1981, p. 404.

Shapiro, E.C., F.P. Haseltine and M.P. Rowe. "Moving Up: Role Models, Mentors, and the Patron System." Sloan Management Review, Volume 19, Number 3, 1978, pp. 51-58.

Speizer, J.J. "Role Models, Mentors and Sponsors: The Elusive Concepts." SIgns: J. Women Cult. Soc. Number 6, 1981, pp. 692-712.

Vertz, Laura L. "Women, Occupational Advancement and Mentoring: An Analysis of One Public Organization." Public Administration Review, Volume 45, May/June 1985, p. 420.